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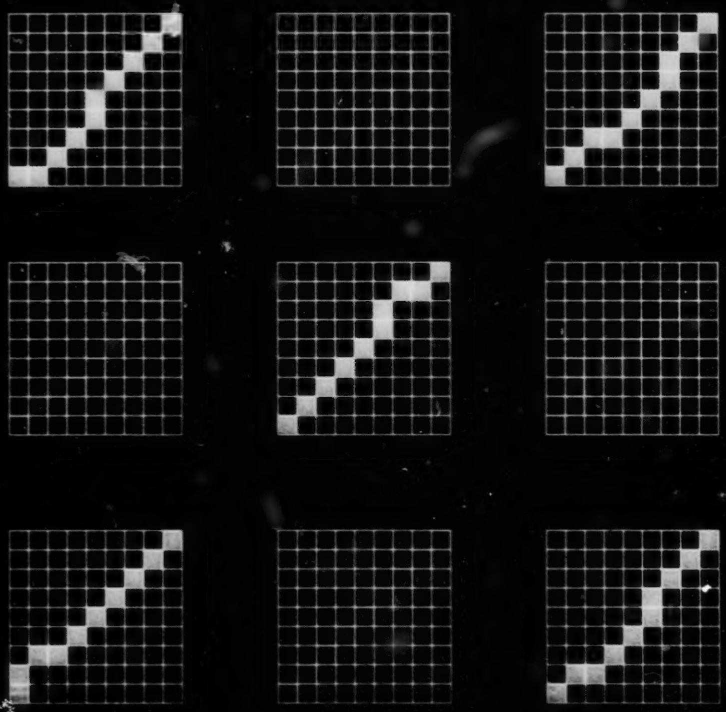
Women in the labour force

1990-91 Edition



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1990-91 EDITION

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FOREWORD

The Women's Bureau has published *Women in the Labour Force* in various formats since the late 1950s. It examines the employment situation of Canadian women by providing statistics and a summary analysis of trends in women's labour force participation, differences in earnings of men and women, women's educational attainment, maternity benefits, and Canada and Quebec Pension Plan benefits. This year's edition also provides information on unionization and pension plans, and a section on employment and earnings in the federal jurisdiction.

Readers are invited to write to the Women's Bureau at the address below with their comments on *Women in the Labour Force* and suggestions for future editions.

Women's Bureau
Labour Canada
Ottawa, K1A 0J2

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INTRODUCTION

This 1990-91 edition of *Women in the Labour Force* is divided into six chapters: labour force participation, earnings and income, education, benefits, unionization, and federal jurisdiction. Data presented were the most current at the time of preparation. Some of the highlights are:

- The number of women in the Canadian labour force grew to 5 978 000 in 1989 from 3 680 000 in 1975, an increase of 62.4 per cent.

- Women's participation rate has increased steadily over the last 14 years, from 44.4 per cent in 1975 to 57.9 per cent in 1989. However, women are still segregated in the clerical, sales and service occupations. In 1989, 57.4 per cent of the total female labour force was concentrated in these occupations.

- Women continue to earn, on average, less than men. In 1988 women who worked for the full-year, full-time, earned on average 65.3 per cent of what their male counterparts earned; ($21 918 vs. $33 558). The corresponding figures for 1975 were 60.2 per cent and $8 231 vs. $13 674.

- Women's educational attainment has increased dramatically. From 1975 to 1988, the number of degrees awarded to women at the bachelor's and first professional degree, master's and doctoral levels increased by 55.5 per cent, 134.3 per cent and 149.3 per cent respectively.

- In 1989, women received lower Canada Pension Plan (CPP) benefits than men. They accounted for only 29.3 per cent of total CPP recipients receiving monthly pensions of $200 or more.

- Although total union membership declined between 1984 and 1987, the number of women belonging to unions increased from 1 336 000 in 1984 to 1 364 000 in 1987.

- Women made up 39.6 per cent of total union membership in 1987, up from 38.5 per cent in 1984.

- In 1986, approximately one in 10 Canadian jobs came under federal jurisdiction. Federal jurisdiction jobs held by women were concentrated in the industrial categories of finance, insurance and real estate (33.7 per cent), transportation, communications and other utilities (33.2 per cent), and public administration (28.0 per cent).

- Women employed in the federal jurisdiction held jobs that averaged $11.59 an hour, whereas their non-federal jurisdiction counterparts held jobs that averaged $9.47 hourly.

1

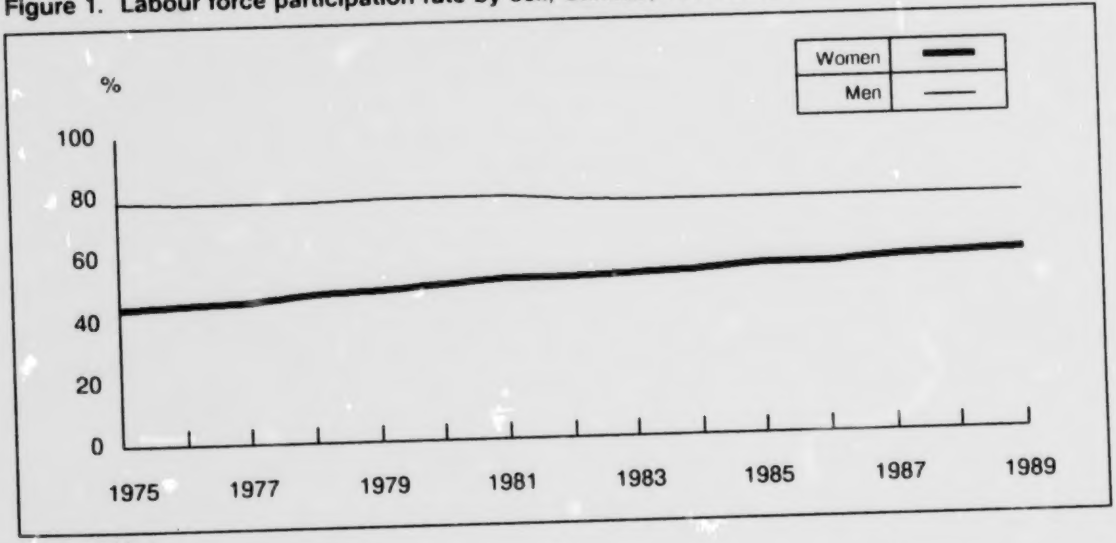
LABOUR FORCE PARTICIPATION

The labour force participation, employment and unemployment status of women have varied from the mid 1970s to the late 1980s. This chapter examines these changes.

1. THE LABOUR FORCE

- One of the greatest changes over approximately the last decade and a half has been the substantial increase in the number of women in the labour force, from 3 680 000 in 1975 to 5 978 000 in 1989, an increase of 62.4 per cent. For the same period, the number of men in the labour force grew by only 19.6 per cent (from 6 294 000 in 1975 to 7 525 000 in 1989). Consequently, women constituted 44.3 per cent of the total labour force in 1989, up from 36.9 per cent in 1975. (See Tables 1 and 2.)

Figure 1. Labour force participation rate by sex, Canada, 1975 to 1989



Source: Table 2

- Table 2 illustrates that women's participation rate has increased steadily over the last 14 years, from 44.4 per cent in 1975 to 50.4 per cent in 1980 to 54.6 per cent in 1985 and 57.9 per cent in 1989. At the same time, the labour force participation rate for men stayed constant in 1975 and 1980, at 78.4 per cent, and gradually declined to 76.6 per cent in 1985, remaining unchanged until 1989 when it increased slightly to 76.7 per cent. Figure 1 illustrates these trends.

- **Province** - In 1989 women's provincial labour force participation rates stood at 46.0 per cent in Prince Edward Island and 45.0 per cent in both Ontario and Manitoba, whereas only 43.0 per cent of women in Quebec were labour force participants. This pattern varied somewhat from the previous two years. (See Table 3.)

- **Industry** - Table 4 illustrates that, in 1989, women were the majority of labour force participants in the service industry (63.0 per cent) and in the finance, insurance and real estate industry (61.3 per cent). These figures showed little change from 1988 or 1987.

- In 1989 the female labour force was concentrated in the service (47.0 per cent) and trade (17.6 per cent) industries. This continued the trend of the past two years. Table 4 also shows that the male labour force was more evenly distributed by industry than was the female labour force. (See Table 4.)

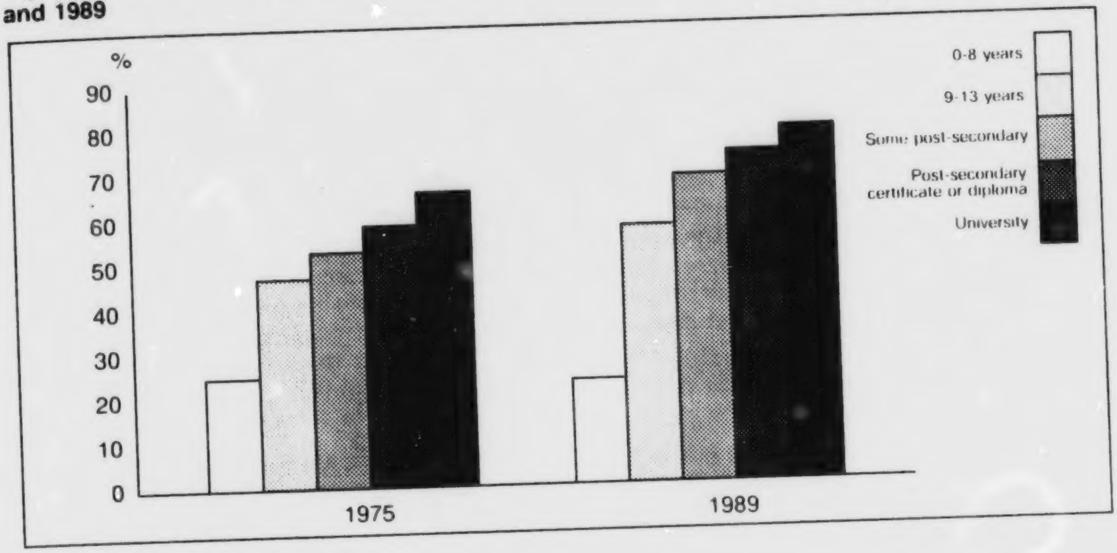
- **Occupation** - Table 5 demonstrates that, for the years 1987, 1988 and 1989, women continued to form the greater part of labour force participants in five occupational groups. They accounted for over three-quarters of all labour force participants in each of the clerical, and medical and health categories and over half of those in each of the teaching, social sciences, and service occupations.

- In 1989, 57.4 per cent of the total female labour force was segregated in the clerical, sales and service occupations, down slightly from 57.9 per cent in both 1988 and 1987. However, there has been a gradual increase in the percentage distribution of women in the managerial and administrative occupational group, from 9.4 per cent in 1987 to 10.0 per cent in 1988 and 10.4 per cent in 1989.

- **Education** - Canadians with higher levels of education have higher labour force participation rates than those with lower levels. For instance, in 1989, 79.7 per cent of women with a university degree were in the labour force compared with 74.2 per cent of women who had obtained a post-secondary certificate or diploma, 69.2 per cent of women with some post-secondary education, 58.0 per cent of women with a high school education, and 23.9 per cent of women with zero to eight years of schooling. Among men, participation rates ranged from a high of 88.9 per cent for those with a university degree to 50.8 per cent for those with a primary school education. (See Table 6.)

- Table 6 and Figure 2 illustrate that between 1975 and 1989 the participation rate of women increased at every educational level with the exception of those with only a primary education. In contrast, for the same period the labour force participation rates of men dropped with the exception of those with some post-secondary education.

Figure 2. Labour force participation rate of women by educational attainment, Canada, 1975 and 1989



Source: Table 6

- **Age and Marital Status** - With respect to age and marital status, women are more likely to be labour force participants if they are not married and between the ages of 25 and 44. For example, in 1989, 85.0 per cent of single women and 78.2 per cent of separated, divorced or widowed women between the ages of 25 and 44 were labour force participants. Labour force participation was lowest among separated, widowed or divorced women who were 45 years or older (22.3 per cent). This was similar to 1975 data. (See Table 7.)

- In 1989, single women had the highest participation rate (68.2 per cent) followed by married women (59.9 per cent) and widowed, separated or divorced women (36.1 per cent). The case for men differed. In 1989, married men had the highest participation rate (79.1 per cent) followed by single men (75.2 per cent) and widowed, separated or divorced men (59.8 per cent).

- **Family Status** - In 1989, mothers whose youngest child was between the ages of six and 15 were more likely to be labour force participants than mothers with pre-school aged children or mothers with children over 16. (See Table 8.)

- With respect to family status, women with an employed husband had a higher participation rate in 1989 (71.2 per cent) than either women with no husband at home (57.1 per cent) or women whose husband was not working (25.4 per cent). This was consistent with 1981, 1987 and 1988 data.

- Between 1981 and 1989 there has generally been a steady increase in the participation rate of women among all family status groups. The most notable incease was among women with employed husbands; their labour force participation rate increased from 57.6 per cent in 1981 to 71.2 per cent in 1989.

- As for the participation rate of women by family status and age of youngest child, the group with the highest participation rate in 1989 was women with employed husbands whose youngest child was between six and 15. Women whose husbands were not working and whose youngest child was over 16 had the lowest participation rate (19.5 per cent). These data varied somewhat from previous years.

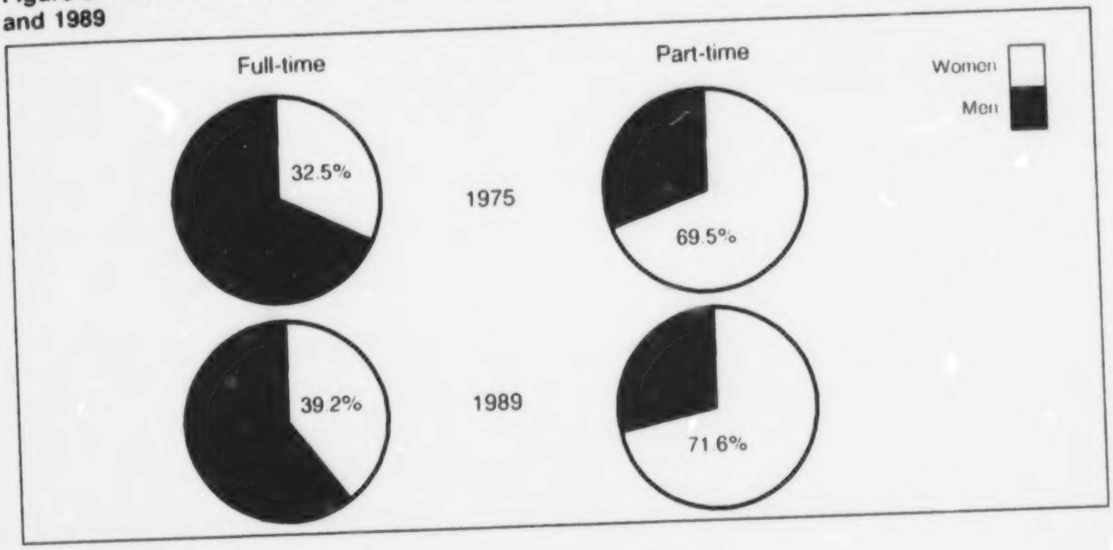
2. EMPLOYMENT

- Table 9 depicts the employment status of women and men by class of worker. In 1986, women made up 44.9 per cent (4 484 000) of all paid workers in Canada.
- **Self-Employment** - In 1986 there were a total of 1 556 000 self-employed persons in Canada. Of these, 719 000 had employees working for them, and 837 000 did not have paid help. (See Table 9.)
- Between 1975 and 1986, women's share of the self-employment sector increased from 18.9 per cent to 26.7 per cent. Women accounted for 10.5 per cent of all the self-employed with paid help in 1975, increasing to 17.7 per cent in 1986, and 25.1 per cent of the self-employed without paid help in 1975, increasing to 34.5 per cent in 1986.
- Table 10 indicates that, between 1975 and 1986, the greatest increase in the number of self-employed by age and sex group was for women between the ages of 25 and 44 (167.5 per cent), followed by women in the 45 to 64 year age group (98.0 per cent).
- The largest number of self-employed workers in 1986 were between the ages of 25 and 44 (767 000), with women making up 208 000 of this total.
- Women were least likely to be self-employed if they were 65 years of age or older. This was evident for the years 1975, 1980, 1985 and 1986. By contrast, in both 1975 and 1986, men in the 15 to 24 year age category were less likely to be self-employed than men in any other age group.
- In 1986, women accounted for the majority of self-employed persons in only two industrial categories: education services (69.2 per cent) and other services (65.2 per cent). (See Table 11.)
- Table 11 illustrates that over four-fifths of self-employed women were concentrated in the trades and various services industries. On the other hand, men were concentrated in the following industrial categories: agriculture (20.1 per cent), retail trade (15.7 per cent), and construction (15.0 per cent).
- A breakdown of the data by occupation shows that the number of self-employed men exceeded that of self-employed women in all occupational groups with three exceptions. In 1986, women accounted for over three-quarters of the self-employed in both the teaching and clerical groups and 70.1 per cent of those in service occupations. (See Table 12.)

- Over 65 per cent of self-employed women were working in clerical, service and sales occupations in 1986. By comparison, self-employed men worked in farming (20.5 per cent), sales (16.6 per cent) and managerial and administrative (14.5 per cent) occupations.

- **Full-time and Part-time*** - Between 1975 and 1989, women's share of full-time employment steadily increased, from 32.5 per cent in 1975 to 39.2 per cent in 1989. Women's share of part-time employment fluctuated from 69.5 per cent in 1975 to 72.6 per cent in 1980 to 71.6 per cent in 1989. (See Table 13 and Figure 3.)

Figure 3. Women as a percentage of full-time and part-time employment, Canada, 1975 and 1989



Source: Table 13

- Table 14 illustrates that 4 156 000 women were employed full-time in 1989, up from 2 694 000 in 1975. The number of women employed part-time also increased, to 1 352 000 in 1989 from 687 000 in 1975. In 1989 nearly one-quarter (24.5 per cent) of all working women were employed part-time, whereas only 15.1 per cent of employed men worked part-time.

- Reasons for working part-time varied among women and men. In 1989 the most common response for women was that they did not want full-time work (39.3 per cent), followed by attendance at school (23.2 per cent) and involuntary part-time work (22.3 per cent). By comparison, 55.2 per cent of men stated they were attending school and 22.0 per cent could find only part-time work.

- Among 15 to 24 year olds, reasons for part-time work were similar; the majority of women (67.1 per cent) and men (77.3 per cent) were attending school. However, among 25 to 44 year olds, 44.7 per cent of women did not want full-time work, 26.1 per cent could only find part-time work, and 24.6 per cent gave personal or family responsibilities as reasons for working part-time. Among men, 54.5 per cent stated they could only find part-time work, and 20.8 per cent stated they were attending school. (See Table 15 for a comparison of 1981 and 1989 data.)

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* See technical note 7.

- A breakdown of the 1989 data by age and sex shows that women in the 25 to 44 age category were more likely to be employed part-time than women or men in any other age category. The majority of men in part-time employment were between the ages of 15 and 24. Data for 1975 depict a similar pattern. (See Table 16.)

- In contrast to the trend in full-time employment, women constituted over 50 per cent of part-time employees in most industrial categories in both 1975 and 1989. (See Table 17.) Tables 17 and 18 illustrate that the greatest increase in women's part-time employment for this period was in the service-producing industries, where their numbers more than doubled, from 613 000 to 1 228 000.

- Between 1975 and 1989 there was substantial growth in women's part-time employment in most occupational categories. The managerial and professional, clerical, service, transportation, and materials handling and other crafts occupations showed the most notable increases. (See Tables 19 and 20.)

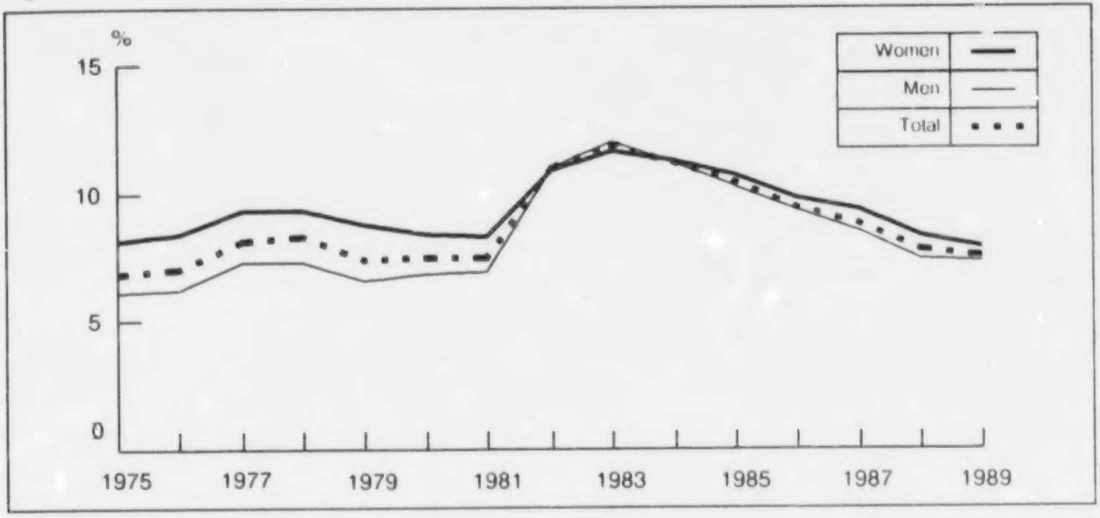
- Census data indicate that in 1985 women were underrepresented in the top 10 highest paid occupations. Women constituted only 13.3 per cent (30 450) of all those employed full-year, full-time in such occupations. The highest paid occupation in 1985 was physicians and surgeons; women accounted for only 16.6 per cent of this occupational group. Women made up 30.0 per cent of optometrists (the ninth highest ranked occupational group), whereas they constituted only 3.3 per cent of all air pilots, navigators and flight engineers (the sixth highest ranked occupational group). (See Table 21.)

3. UNEMPLOYMENT

- Unlike men, women formed a higher proportion of the unemployed labour force (46.2 per cent) than of the employed labour force (44.1 per cent) in 1989. This was consistent with the previous two years and 1975. (See Table 22.)

- Since 1975 the unemployment rate of women was generally higher than that of men (with the exception of 1982 and 1983). In 1989 the unemployment rate for women stood at 7.9 per cent, compared with 7.3 per cent for men. However, unemployment rates for both women and men decreased from 1983 to 1989. (See Table 23.) Also, the unemployment rate for women dropped from 8.1 per cent in 1975 to 7.9 per cent in 1989, whereas the unemployment rate for men increased from 6.2 per cent to 7.3 per cent in this period. (See Figure 4.)

Figure 4. Unemployment rate by sex, Canada, 1975 to 1989



Source: Table 23

- Table 24 depicts the unemployment rate of women and men by age and marital status. In 1989, single men between the ages of 15 and 24 had a higher unemployment rate (12.8 per cent) than persons in any other marital and age categories. This differed from 1988 (when married women between the ages of 15 and 24 had the highest unemployment rate) but was similar to 1987 and 1975 data.

- In 1989, widowed, separated or divorced women were more likely to be unemployed than women in any other marital status group. Among men, those who were single had the highest unemployment rate, at 12.1 per cent.

- In 1989, unemployment was lowest for both married women (7.4 per cent) and married men (5.0 per cent), varying little from the previous two years but diverging from 1975.

Table 1. Population and labour force growth by sex, Canada, 1975 to 1989

	Population 15 years and over			
Sex	1975	1989	Growth[2] 1975 to 1989	
	(000s)		(000s)	%
Women	8 297	10 326	2 029	24.5
Men	8 026	9 814	1 788	22.3
Total[1]	16 323	20 141	3 818	23.4

	Labour force			
Sex	1975	1989	Growth[2] 1975 to 1989	
	(000s)		(000s)	%
Women	3 680	5 978	2 298	62.4
Men	6 294	7 525	1 231	19.6
Total[1]	9 974	13 503	3 529	35.4

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Statistics Canada, Household Surveys Division, *Labour Force Annual Averages 1975-83*, Ottawa, February 1984, Cat. No. 71-529. Occasional.

Statistics Canada, Household Surveys Division, *The Labour Force*, December 1989. Ottawa, January 1990, Cat. No. 71-001. Monthly.

Table 2. Participation rate and labour force by sex, Canada, 1975 to 1989

Year	Participation rate		Labour force			Women as a percentage of total labour force[2]
	Women	Men	Women	Men	Total[1]	
	%		(000s)			%
1975	44.4	78.4	3 680	6 294	9 974	36.9
1976	45.2	77.6	3 836	6 368	10 203	37.6
1977	46.0	77.7	3 996	6 505	10 500	38.1
1978	47.9	78.1	4 239	6 657	10 895	38.9
1979	49.0	78.5	4 420	6 811	11 231	39.4
1980	50.4	78.4	4 638	6 935	11 573	40.1
1981	51.7	78.4	4 849	7 051	11 899	40.8
1982	51.7	77.0	4 916	7 009	11 926	41.2
1983	52.6	76.7	5 057	7 052	12 109	41.8
1984	53.6	76.6	5 216	7 100	12 316	42.4
1985	54.6	76.6	5 365	7 167	12 532	42.8
1986	55.3	76.6	5 502	7 244	12 746	43.2
1987	56.4	76.6	5 679	7 332	13 011	43.6
1988	57.4	76.6	5 853	7 422	13 275	44.1
1989	57.9	76.7	5 978	7 525	13 503	44.3

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Statistics Canada, Household Surveys Division, *Labour Force Annual Averages 1975-83*, Ottawa, February 1984, Cat. No. 71-529. Occasional.

Statistics Canada, Household Surveys Division, *Labour Force Annual Averages 1981-88*, Ottawa, March 1989, Cat. No. 71-529. Occasional.

Statistics Canada, Household Surveys Division, *The Labour Force* , December 1989, Ottawa, January 1990, Cat. No. 71-001. Monthly.

Table 3. Labour force by province and sex, Canada, 1987, 1988 and 1989

Province	Labour force			Women as a percentage of total labour force[2]
	Women	Men	Total[1]	
		(000s)		%
			1987	
Prince Edward Island	26	34	60	43.3
Nova Scotia	175	224	399	43.9
Newfoundland	92	131	223	41.3
New Brunswick	135	178	312	43.3
Quebec	1 388	1 865	3 253	42.7
Ontario	2 221	2 772	4 992	44.5
Manitoba	237	295	531	44.6
Saskatchewan	209	280	489	42.7
Alberta	556	713	1 269	43.8
British Columbia	641	841	1 482	43.3
Canada[1]	5 679	7 332	13 011	43.6
			1988	
Prince Edward Island	27	34	62	43.5
Nova Scotia	178	230	408	43.6
Newfoundland	97	134	231	42.0
New Brunswick	140	178	318	44.0
Quebec	1 420	1 892	3 311	42.9
Ontario	2 303	2 815	5 118	45.0
Manitoba	239	296	535	44.7
Saskatchewan	211	277	488	43.2
Alberta	572	717	1 289	44.4
British Columbia	666	849	1 514	44.0
Canada[1]	5 853	7 422	13 275	44.1

continued

Table 3 (continued). Labour force by province and sex, Canada, 1987, 1988 and 1989

Province	Labour force			Women as a percentage of total labour force[2]
	Women	Men	Total[1]	
		(000s)		%
		1989		
Prince Edward Island	29	35	63	46.0
Nova Scotia	183	231	414	44.2
Newfoundland	103	136	238	43.3
New Brunswick	145	180	325	44.6
Quebec	1 438	1 905	3 343	43.0
Ontario	2 347	2 866	5 214	45.0
Manitoba	242	296	538	45.0
Saskatchewan	210	272	482	43.6
Alberta	581	727	1 308	44.4
British Columbia	701	877	1 578	44.4
Canada[1]	5 978	7 525	13 503	44.3

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Statistics Canada, Household Surveys Division, *Labour Force Annual Averages 1981-88*, Ottawa, March 1989, Cat. No. 71-529. Occasional.

Statistics Canada, Household Surveys Division, *The Labour Force*, December 1989, Ottawa, January 1990, Cat. No. 71-001. Monthly.

Table 4. Labour force by industry and sex, Canada, 1987, 1988 and 1989

Industry	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
				1987		
Agriculture	147	347	494	29.8	2.6	4.7
Other primary industries	42	287	329	12.8	0.7	3.9
Manufacturing	650	1 552	2 202	29.5	11.4	21.2
Construction	74	716	790	9.4	1.3	9.8
Transportation, communications, and other utilities	233	723	956	24.4	4.1	9.9
Trade	1 017	1 254	2 271	44.8	17.9	17.1
Finance, insurance and real estate	443	288	731	60.6	7.8	3.9
Service	2 665	1 604	4 269	62.4	46.9	21.9
Public administration	351	524	875	40.1	6.2	7.1
Unclassified	58	37	95	61.1	1.0	0.5
Total industries[1]	5 679	7 332	13 011	43.6	100.0	100.0

continued

Table 4 (continued). Labour force by industry and sex, Canada, 1987, 1988 and 1989

Industry	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
				1988		
Agriculture	149	324	473	31.5	2.5	4.4
Other primary industries	44	290	334	13.2	0.8	3.9
Manufacturing	669	1 603	2 271	29.5	11.4	21.6
Construction	86	748	834	10.3	1.5	10.1
Transportation, communications, and other utilities	243	717	960	25.3	4.2	9.7
Trade	1 047	1 281	2 328	45.0	17.9	17.3
Finance, insurance and real estate	459	295	755	60.8	7.8	4.0
Service	2 745	1 625	4 370	62.8	46.9	21.9
Public administration	361	509	870	41.5	6.2	6.9
Unclassified	50	29	79	63.3	0.9	0.4
Total industries[1]	5 853	7 422	13 275	44.1	100.0	100.0

continued

Table 4 (continued). Labour force by industry and sex, Canada, 1987, 1988 and 1989

Industry	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
			1989			
Agriculture	145	309	454	31.9	2.4	4.1
Other primary industries	40	286	326	12.3	0.7	3.8
Manufacturing	674	1 620	2 294	29.4	11.3	21.5
Construction	90	786	876	10.3	1.5	10.4
Transportation, communications, and other utilities	267	744	1 011	26.4	4.5	9.9
Trade	1 051	1 295	2 346	44.8	17.6	17.2
Finance, insurance and real estate	468	296	764	61.3	7.8	3.9
Service	2 808	1 646	4 454	63.0	47.0	21.9
Public administration	393	514	907	43.3	6.6	6.8
Unclassified	44	28	72	61.1	0.7	0.4
Total industries[1]	5 978	7 525	13 503	44.3	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Same as Table 3.

Table 5. Labour force by occupation and sex, Canada, 1987, 1988 and 1989

Occupation	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
1987						
Managerial and administrative	534	971	1 505	35.5	9.4	13.2
Natural sciences, engineering and mathematics	84	356	441	19.0	1.5	4.9
Social sciences	119	96	215	55.3	2.1	1.3
Religion	6	25	31	19.4	0.1	0.3
Teaching	336	208	543	61.9	5.9	2.8
Medicine and health	495	123	618	80.1	8.7	1.7
Artistic and recreational occupations	107	136	243	44.0	1.9	1.9
Clerical	1 714	432	2 146	79.9	30.2	5.9
Sales	558	651	1 209	46.2	9.8	8.9
Service	1 019	755	1 774	57.4	17.9	10.3
Farming	129	386	516	25.0	2.3	5.3
Fishing and trapping	4	38	41	9.8	0.1	0.5
Forestry and logging	4	69	73	5.5	0.1	0.9
Mining and quarrying	*	61	62	*	*	0.8
Processing	92	301	392	23.5	1.6	4.1
Machining	20	260	280	7.1	0.4	3.5
Fabricating, assembling and repairing	239	805	1 044	22.9	4.2	11.0
Construction trades	16	777	793	2.0	0.3	10.6
Transport equipment operation	36	462	499	7.2	0.6	6.3
Materials handling	70	263	334	21.0	1.2	3.6
Other crafts	37	120	157	23.6	0.7	1.6
Unclassified	58	37	95	61.1	1.0	0.5
Total occupations[1]	5 679	7 332	13 011	43.6	100.0	100.0

continued

Table 5 (continued). Labour force by occupation and sex, Canada, 1987, 1988 and 1989

Occupation	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
				1988		
Managerial and administrative	587	1 018	1 605	36.6	10.0	13.7
Natural sciences, engineering and mathematics	75	376	451	16.6	1.3	5.1
Social sciences	130	91	221	58.8	2.2	1.2
Religion	7	27	33	21.2	0.1	0.4
Teaching	344	205	549	62.7	5.9	2.8
Medicine and health	501	130	632	79.3	8.6	1.8
Artistic and recreational occupations	109	139	248	44.0	1.9	1.9
Clerical	1 777	446	2 223	79.9	30.4	6.0
Sales	583	665	1 247	46.8	10.0	9.0
Service	1 023	756	1 779	57.5	17.5	10.2
Farming	128	367	495	25.9	2.2	4.9
Fishing and trapping	4	40	44	9.1	0.1	0.5
Forestry and logging	4	68	72	5.6	0.1	0.9
Mining and quarrying	*	68	69	*	*	0.9
Processing	96	298	394	24.4	1.6	4.0
Machining	18	243	262	6.9	0.3	3.3
Fabricating, assembling and repairing	254	838	1 092	23.3	4.3	11.3
Construction trades	18	791	809	2.2	0.3	10.7
Transport equipment operation	39	457	496	7.9	0.7	6.2
Materials handling	68	256	323	21.1	1.2	3.4
Other crafts	37	115	152	24.3	0.6	1.5
Unclassified	50	29	79	63.3	0.9	0.4
Total occupations[1]	5 853	7 422	13 275	44.1	100.0	100.0

continued

Table 5 (continued). Labour force by occupation and sex, Canada, 1987, 1988 and 1989

Occupation	Labour force			Women as a percentage of total labour force[2]	Percentage distribution[2]	
	Women	Men	Total[1]		Women	Men
		(000s)		%	%	
				1989		
Managerial and administrative	619	987	1 606	38.5	10.4	13.1
Natural sciences, engineering and mathematics	93	380	473	19.7	1.6	5.0
Social sciences	134	96	230	58.3	2.2	1.3
Religion	8	25	33	24.2	0.1	0.3
Teaching	343	208	550	62.4	5.7	2.8
Medicine and health	511	133	645	79.2	8.5	1.8
Artistic and recreational occupations	114	139	254	44.9	1.9	1.8
Clerical	1 803	440	2 243	80.4	30.2	5.8
Sales	587	659	1 246	47.1	9.8	8.8
Service	1 042	792	1 834	56.8	17.4	10.5
Farming	125	346	470	26.6	2.1	4.6
Fishing and trapping	4	38	43	9.3	0.1	0.5
Forestry and logging	4	69	72	5.6	0.1	0.9
Mining and quarrying	*	67	68	*	*	0.9
Processing	106	347	453	23.4	1.8	4.6
Machining	13	234	246	5.3	0.2	3.1
Fabricating, assembling and repairing	255	871	1 126	22.6	4.3	11.6
Construction trades	20	830	850	2.4	0.3	11.0
Transport equipment operation	44	464	508	8.7	0.7	6.2
Materials handling	69	248	317	21.8	1.2	3.3
Other crafts	40	124	164	24.4	0.7	1.6
Unclassified	44	28	72	61.1	0.7	0.4
Total occupations[1]	5 978	7 525	13 503	44.3	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from rounded numbers presented.
* Sample inadequate for reliable estimate.

Sources: Same as Table 3.

Table 6. Labour force participation by educational attainment and sex, Canada, 1975, 1987, 1988 and 1989

	Labour force			Participation rate		
Education	Women	Men	Total[1]	Women	Men	Total
		(000s)			%	
			1975			
0-8 years	551	1 471	2 023	25.2	67.2	46.2
9-13 years	1 891	2 815	4 705	47.2	80.1	62.6
Some post-secondary	337	615	952	53.1	78.4	67.1
Post-secondary certificate or diploma	629	741	1 370	59.2	90.0	72.6
University	272	652	924	66.4	91.0	82.0
			1987			
0-8 years	431	914	1 345	24.5	52.8	38.5
9-13 years	2 902	3 647	6 550	57.0	78.7	67.3
Some post-secondary	561	713	1 327	67.8	80.0	73.8
Post-secondary certificate or diploma	984	964	1 948	72.4	88.7	79.7
University	748	1 093	1 842	78.8	88.9	84.5
			1988			
0-8 years	439	888	1 326	25.1	51.5	38.2
9-13 years	2 897	3 606	6 503	57.6	78.5	67.6
Some post-secondary	645	745	1 390	67.3	80.5	73.8
Post-secondary certificate or diploma	1 061	1 005	2 067	73.8	88.8	80.4
University	811	1 179	1 989	79.5	89.4	85.1
			1989			
0-8 years	414	847	1 260	23.9	50.8	37.1
9-13 years	2 954	3 657	6 611	58.0	78.6	67.9
Some post-secondary	664	755	1 419	69.2	79.9	74.5
Post-secondary certificate or diploma	1 113	1 085	2 198	74.2	88.6	80.7
University	834	1 181	2 014	79.7	88.9	84.8

[1] Figures may not add to total due to rounding. See technical note 9.

Sources: Same as Table 2.

Table 7. Labour force participation rate by age, sex, and marital status, Canada, 1975, 1987, 1988 and 1989

	1975			1987			1988			1989		
Marital status and age	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
						%						
Single	59.2	66.9	63.5	67.1	73.9	70.9	67.9	74.1	71.3	68.2	75.2	72.1
15-24	56.4	63.3	60.2	64.4	69.1	66.9	65.1	69.5	67.5	65.3	70.5	68.1
25-44	83.6	87.6	86.0	85.1	89.2	87.5	84.7	89.1	87.3	85.0	89.6	87.7
45 and over	47.5	56.6	51.9	38.8	51.8	44.9	40.1	45.8	42.8	39.2	50.1	44.5
Married	41.6	85.1	63.4	57.6	79.5	68.6	59.1	79.5	69.3	59.9	79.1	69.5
15-24	57.8	92.5	70.8	73.4	91.7	79.6	73.1	91.9	79.6	74.6	92.0	80.7
25-44	47.8	97.1	72.4	71.8	96.2	83.6	73.5	96.3	84.5	74.8	96.1	85.1
45 and over	29.1	71.6	51.9	37.0	61.4	50.1	38.7	61.4	50.8	38.9	60.8	50.6
Other[1]	31.5	55.0	37.3	36.2	60.5	42.9	35.8	59.7	42.5	36.1	59.8	42.8
15-24	57.3	79.3	63.0	61.0	87.1	67.3	66.2	81.7	69.7	60.6	86.8	66.4
25-44	63.9	91.2	71.9	75.9	91.9	81.6	76.4	92.1	82.1	78.2	91.9	83.3
45 and over	22.2	40.8	26.5	22.3	41.9	27.1	22.1	41.5	27.0	22.3	41.3	27.0
Total	44.4	78.4	61.1	56.4	76.6	66.2	57.4	76.6	66.7	57.9	76.7	67.0
15-24	56.8	68.8	62.9	66.5	71.8	69.1	66.9	72.2	69.6	67.4	73.0	70.2
25-44	52.3	95.6	74.0	74.1	94.4	84.2	75.5	94.4	84.9	76.6	94.4	85.4
45 and over	28.6	67.9	47.3	32.7	58.6	44.9	33.7	58.2	45.2	33.8	57.9	45.1

[1] Includes widowed, separated or divorced.

Sources: Statistics Canada, Household Surveys Division, 1975, unpublished data.

Other years, same sources as Table 3.

Table 8. Labour force participation rate of women by family status and age of youngest child, Canada, 1981, 1987, 1988 and 1989

Family status and age of youngest child	Participation rate			
	%			
	1981	**1987**	**1988**	**1989**
Women with husband (not working or not in labour force)	22.8	26.5	25.4	25.4
• With pre-school age child(ren)	40.5	52.9	52.1	53.1
• With child(ren) 6-15 years	44.6	57.9	54.9	57.5
• Without children under 16	18.0	20.2	20.0	19.5
Husband employed	57.6	68.0	70.1	71.2
• With pre-school age child(ren)	47.6	61.6	63.2	64.6
• With child(ren) 6-15 years	61.5	71.9	74.7	76.8
• Without children under 16	61.7	69.6	71.4	71.9
Women with no husband at home	53.7	56.4	56.1	57.1
• With pre-school age child(ren)	51.3	52.8	51.0	50.6
• With child(ren) 6-15 years	67.8	71.5	72.3	74.0
• Without children under 16	45.4	48.5	48.6	49.3
Total (all families)	51.7	58.2	59.4	60.2
• With pre-school age child(ren)	47.7	60.1	61.2	62.3
• With child(ren) 6-15 years	61.8	71.2	73.2	75.2
• Without children under 16	48.4	52.0	53.0	53.3

Sources: Same as Table 3.

Table 9. Employment by class of worker and sex, Canada, 1975, 1980, 1985 and 1986

Class	Women	Men	Total[1]	Women as a percentage of total[2]
		(000s)		%
		1975		
Paid workers	3 092	5 050	8 142	38.0
Total self-employed	191	820	1 011	18.9
Self-employed with paid help	45	385	430	10.5
Self-employed on own account	146	435	581	25.1
Total employed[1]	3 381	5 903	9 284	36.4
		1980		
Paid workers	3 833	5 443	9 276	41.3
Total self-employed	320	990	1 311	24.4
Self-employed with paid help	81	485	566	14.3
Self-employed on own account	239	505	744	32.1
Total employed[1]	4 249	6 459	10 708	39.7
		1985		
Paid workers	4 291	5 368	9 659	44.4
Total self-employed	431	1 118	1 549	27.8
Self-employed with paid help	130	577	707	18.4
Self-employed on own account	301	541	842	35.7
Total employed[1]	4 804	6 508	11 311	42.5
		1986		
Paid workers	4 484	5 495	9 979	44.9
Total self-employed	415	1 141	1 556	26.7
Self-employed with paid help	127	593	719	17.7
Self-employed on own account	289	548	837	34.5
Total employed[1]	4 977	6 657	11 634	42.8

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from rounded numbers presented.

Source: Statistics Canada, Labour and Household Surveys Analysis Division, *Enterprising Canadians The Self-employed in Canada*, Ottawa, October 1988, Cat. No. 71-536. Occasional.

Table 10. Self-employment by age and sex, Canada, 1975, 1980, 1985 and 1986

	Total self-employed				Percentage change[2]			
	1975	1980	1985	1986	1975-1986	1985-1986	1980-1985	1975-1980
	(000s)				%			
Women								
15-24 years	39	72	78	69	76.5	(11.2)	7.3	85.3
25-44 years	78	149	216	208	167.5	(3.7)	45.1	91.4
45-64 years	63	86	122	125	98.0	2.2	42.1	36.3
65 years and over	11	13	15	13	20.8	(11.2)	17.0	16.3
All ages[1]	191	320	431	415	117.6	(3.6)	34.6	67.7
Men								
15-24 years	49	66	72	66	35.0	(8.9)	9.9	34.8
25-44 years	368	463	541	559	52.0	3.2	17.0	25.9
45-64 years	351	399	435	447	27.6	2.8	9.2	13.7
65 years and over	53	64	69	69	30.1	(0.3)	8.7	20.0
All ages[1]	820	990	1 118	1 141	39.1	2.0	12.9	20.8
Both sexes								
15-24 years	88	138	150	135	53.4	(10.1)	8.5	57.3
25-44 years	445	612	758	767	72.2	1.2	23.9	37.3
45-64 years	414	485	557	572	38.3	2.7	15.0	17.1
65 years and over	64	76	84	82	28.5	(2.2)	10.1	19.3
All ages[1]	1 011	1 311	1 549	1 556	54.0	0.5	18.2	29.7

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from unrounded numbers. See technical note 9.

( ) Denotes a decrease.

Source: Same as Table 9.

Table 11. Self-employment by sex and industry, Canada, 1986

Industry	Women	Men	Total[1]	Women as a percentage of total[2]	Percentage distribution[2]	
					Women	Men
		(000s)		%	%	
Agriculture	35	229	265	13.2	8.4	20.1
Fishing and trapping	*	24	25	*	*	2.1
Logging and forestry	*	11	11	*	*	1.0
Mining, quarrying and oil wells	*	5	6	*	*	0.4
Manufacturing	13	60	73	17.8	3.1	5.3
Construction	8	171	179	4.5	1.9	15.0
Transportation and storage	4	63	67	6.0	1.0	5.5
Communications and other utilities	*	7	9	*	*	0.6
Wholesale trade	10	72	82	12.2	2.4	6.3
Retail trade	79	179	258	30.6	19.0	15.7
Finance and insurance	*	5	6	*	*	0.4
Real estate operators and insurance agents	10	36	45	22.2	2.4	3.2
Business services	27	98	125	21.6	6.5	8.6
Government services	—	—	—	—	—	—
Education services	9	4	13	69.2	2.2	0.4
Health and social services	21	42	64	32.8	5.1	3.7
Accommodation, food and beverage services	20	42	63	31.7	4.8	3.7
Other services	174	93	267	65.2	41.9	8.2
Total industries[1]	415	1 141	1 556	26.7	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

* Sample inadequate for reliable estimate.

— Data not available.

Source: Same as Table 9.

Table 12. Self-employment by sex and occupation, Canada, 1986

Occupation	Women	Men	Total[1]	Women as a percentage of total[2]	Percentage distribution[2]	
					Women	Men
		(000s)		%	%	
Managerial and administrative	29	165	194	14.9	7.0	14.5
Natural sciences, engineering and mathematics	*	26	29	*	*	2.3
Social sciences	5	24	29	17.2	1.2	2.1
Religion	—	—	—	—	—	—
Teaching	10	*	13	76.9	2.4	*
Medicine and health	12	47	59	20.3	2.9	4.1
Artistic, literary and recreational	22	36	58	37.9	5.3	3.2
Clerical	21	6	27	77.8	5.1	0.5
Sales	81	189	271	29.9	19.5	16.6
Service	169	72	241	70.1	40.7	6.3
Farming	35	234	269	13.0	8.4	20.5
Fishing and trapping	*	23	24	*	*	2.0
Forestry and logging	*	10	10	*	*	0.9
Mining and quarrying	*	4	4	*	*	0.4
Processing	*	10	12	*	*	0.9
Machining	*	14	14	*	*	1.2
Product fabricating, assembling and repairing	13	69	82	15.9	3.1	6.0
Construction trades	4	139	142	2.8	1.0	12.2
Transport equipment operating	4	64	68	5.9	1.0	5.6
Materials handling and other crafts	*	6	8	*	*	0.5
Total occupations[1]	415	1 141	1 556	26.7	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

* Sample inadequate for reliable estimate.

— Data not available.

Source: Same as Table 9.

Table 13. Women as a percentage of full-time, part-time and total employment, Canada, 1975 to 1989

Year	Women as a percentage of employment		
	Full-time	Part-time	Total
		%	
1975	32.5	69.5	36.4
1976	32.9	70.8	37.1
1977	33.1	70.9	37.5
1978	33.8	71.9	38.4
1979	34.0	72.1	38.8
1980	34.8	72.6	39.7
1981	35.4	72.3	40.4
1982	36.1	72.0	41.3
1983	36.6	71.3	41.9
1984	37.1	71.2	42.3
1985	37.4	72.0	42.7
1986	37.9	71.2	43.0
1987	38.4	71.7	43.4
1988	38.7	72.0	43.8
1989	39.2	71.6	44.1

Sources: Same as Table 2.

Table 14. Full-time and part-time employment by sex, Canada, 1975, 1987, 1988 and 1989

	Women		Men		Total[1]	
	(000s)	%[2]	(000s)	%[2]	(000s)	%[2]
			1975			
Full-time	2 694	79.7	5 602	94.9	8 296	89.4
Part-time	687	20.3	301	5.1	988	10.6
Total[1]	3 381	100.0	5 903	100.0	9 284	100.0
			1987			
Full-time	3 858	74.9	6 199	92.4	10 057	84.8
Part-time	1 294	25.1	510	7.6	1 804	15.2
Total[1]	5 152	100.0	6 709	100.0	11 861	100.0
			1988			
Full-time	4 013	74.8	6 350	92.3	10 363	84.6
Part-time	1 355	25.2	527	7.7	1 882	15.4
Total[1]	5 368	100.0	6 877	100.0	12 245	100.0
			1989			
Full-time	4 156	75.5	6 441	92.3	10 597	84.9
Part-time	1 352	24.5	536	7.7	1 888	15.1
Total[1]	5 508	100.0	6 977	100.0	12 485	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Same as Table 2.

Table 15. Reasons for part-time employment by age and sex, Canada, 1981 and 1989

	15-24 years		25-44 years		45 years and over		All ages	
Reason	Women	Men	Women	Men	Women	Men	Women	Men
	%		%		%		%	
				1981				
Personal or family responsibilities	3.7	*	28.6	*	14.3	*	16.7	1.0
Going to school	58.2	73.5	1.8	21.4	*	*	20.0	55.4
Could only find part-time work	23.4	18.1	15.8	42.9	11.8	15.1	17.3	19.9
Did not want full-time work	13.3	6.4	50.9	11.9	68.4	57.5	42.9	16.2
Other reasons	1.4	1.7	2.7	19.0	5.5	24.7	3.0	7.5
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total population (000's)	354	298	448	42	272	73	1 074	413
				1989				
Personal or family responsibilities	2.8	*	24.6	*	8.5	*	13.6	0.9
Going to school	67.1	77.3	3.4	20.8	*	*	23.2	55.2
Could only find part-time work	19.4	15.5	26.1	54.5	19.5	20.8	22.3	22.0
Did not want full-time work	10.4	6.6	44.7	14.3	68.0	66.7	39.3	18.3
Other reasons	*	*	1.4	7.8	4.0	10.4	1.7	3.4
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total population (000's)	434	362	590	77	328	96	1 352	536

[1] Figures may not add to total due to rounding.

* Sample inadequate for reliable estimate.

Sources: Same as Table 3.

Table 16. Full-time and part-time employment by age and sex, Canada, 1975 and 1989

Age	Women	Men	Total[1]	Women as a percentage of total[2]
		(000s)		%
		1975		
Full-time				
15-24 years	839	1 077	1 915	43.8
25-44 years	1 170	2 693	3 863	30.3
45 years and over	686	1 833	2 518	27.2
Total[1]	2 694	5 602	8 296	32.5
Part-time				
15-24 years	239	222	461	51.8
25-44 years	273	24	297	91.9
45 years and over	176	55	231	76.2
Total[1]	687	301	988	69.5
		1989		
Full-time				
15-24 years	704	872	1 576	44.7
25-44 years	2 470	3 664	6 134	40.3
45 years and over	982	1 905	2 888	34.0
Total[1]	4 156	6 441	10 597	39.2
Part-time				
15-24 years	434	362	796	54.5
25-44 years	590	77	668	88.3
45 years and over	328	96	424	77.4
Total[1]	1 352	536	1 888	71.6

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Statistics Canada, Labour Force Surveys Division, 1975, unpublished data.

Statistics Canada, Household Surveys Division, *The Labour Force*, December 1989, Ottawa, January 1990, Cat. No. 71-001. Monthly.

Table 17. Full-time and part-time employment by sex and industry, Canada, 1975 and 1989

Industry[1]	Women		Men		Total[2]		Women as a percentage of total[3]	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
	(000s)						%	
	1975							
Goods-producing industries	478	38	2 144	35	2 621	73	18.2	52.1
Agriculture	71	36	343	32	415	68	17.1	52.9
Other primary industries	11	*	203	*	217	*	5.1	*
Manufacturing	433	28	1 389	21	1 822	49	23.8	57.1
Construction	31	9	551	13	582	22	5.3	40.9
Service-producing industries	2 145	613	3 115	234	5 260	847	40.8	72.4
Transportation, communications and other utilities	131	18	648	15	779	34	16.8	52.9
Trade	430	215	888	104	1 318	319	32.6	67.4
Finance, insurance and real estate	224	28	196	7	440	34	50.9	82.4
Service	1 148	335	940	97	2 088	432	55.0	77.5
Public administration	193	17	443	11	636	28	30.3	60.7
Total industries[2]	2 694	687	5 602	301	8 296	988	32.5	69.5

continued

Table 17 (continued). Full-time and part-time employment by sex and industry, Canada, 1975 and 1989

	Women		Men		Total[2]		Women as a percentage of total[3]	
Industry[1]	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
				(000s)			%	
				1989				
Goods-producing industries	763	124	2 764	88	3 528	213	21.6	58.2
Agriculture	89	46	268	25	357	71	24.9	64.8
Other primary industries	30	5	250	4	279	9	10.8	55.6
Manufacturing	560	49	1 483	34	2 042	84	27.4	58.3
Construction	59	23	659	24	718	47	8.2	48.9
Service-producing industries	3 393	1 228	3 677	448	7 070	1 676	48.0	73.3
Transportation, communications and other utilities	215	38	680	28	895	66	24.0	57.6
Trade	625	343	1 050	168	1 675	511	37.3	67.1
Finance, insurance and real estate	383	65	267	17	651	82	58.8	79.3
Service	1 871	746	1 312	222	3 183	968	58.8	77.1
Public administration	326	37	472	15	798	52	40.9	71.2
Total industries[2]	4 156	1 352	6 441	536	10 597	1 888	39.2	71.6

[1] Prior to 1984 the 1970 SIC was used. See technical note 8.
[2] Figures may not add to total due to rounding. See technical note 9.
[3] Data calculated from rounded numbers presented.
* Sample inadequate for reliable estimate.

Sources: Same as Table 1.

Table 18. Increase in full-time and part-time employment by sex and industry, Canada, 1975 to 1989

Industry[1]	Increase in employment				Percentage increase			
	Women		Men		Women		Men	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
	(000s)				%			
Goods-producing industries	285	86	620	53	59.6	226.3	28.9	151.4
Agriculture	18	10	(75)	(7)	25.4	27.8	(21.9)	(21.9)
Other primary industries	19	*	47	*	172.7	*	23.2	*
Manufacturing	127	21	94	13	29.3	75.0	6.8	61.9
Construction	28	14	108	11	90.3	155.6	19.6	84.6
Service-producing industries	1 248	615	562	214	58.2	100.3	18.0	91.5
Transportation, communications and other utilities	84	20	32	13	64.1	111.1	4.9	86.7
Trade	195	128	162	64	45.3	59.5	18.2	61.5
Finance, insurance and real estate	159	37	71	10	71.0	132.1	36.2	142.9
Service	723	411	372	125	63.0	122.7	39.6	128.9
Public administration	133	20	29	4	68.9	117.6	6.5	36.4
Total industries[2]	1 462	665	839	235	54.3	96.8	15.0	78.1

[1] Prior to 1984 the 1970 SIC was used. See technical note 8.
[2] Figures may not add to total due to rounding.
* Sample inadequate for reliable estimate.
() Denotes a decrease.

Sources: Figures are calculated from rounded numbers in Table 17.

Table 19. Full-time and part-time employment by sex and occupation, Canada, 1975 and 1989

	Women		Men		Total[2]		Women as a percentage of total[3]	
Occupation[1]	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
			(000s)				%	
			1975					
Managerial, professional, etc.	669	125	1 180	34	1 849	159	36.2	78.6
Clerical	1 019	202	384	22	1 404	224	72.6	90.2
Sales	228	123	618	62	846	185	27.0	66.5
Service	385	176	495	75	880	251	43.8	70.1
Primary occupations	69	35	482	35	551	70	12.5	50.0
Processing	260	14	1 178	17	1 438	31	18.1	45.2
Construction	4	*	629	12	633	13	0.6	*
Transportation	8	4	359	14	368	18	2.2	22.2
Materials handling and other crafts	52	8	276	29	328	37	15.9	21.6
Total occupations[2]	2 694	687	5 602	301	8 296	988	32.5	69.5
			1989					
Managerial, professional, etc.	1 424	316	1 818	85	3 242	401	43.9	78.8
Clerical	1 293	387	362	48	1 655	435	78.1	89.0
Sales	342	202	536	92	877	294	39.0	68.7
Service	585	353	566	151	1 151	504	50.8	70.0
Primary occupations	85	36	434	34	519	70	16.4	51.4
Processing	309	24	1 325	31	1 634	55	18.9	43.6
Construction	14	*	706	23	719	25	1.9	*
Transportation	27	14	405	23	432	37	6.3	37.8
Materials handling and other crafts	79	18	290	49	369	67	21.4	26.9
Total occupations[2]	4 156	1 352	6 441	536	10 597	1 888	39.2	71.6

[1] Prior to 1984 the 1971 SOC was used. See technical note 8.

[2] Figures may not add to total due to rounding. See technical note 9.

[3] Data calculated from rounded numbers presented.

* Sample inadequate for reliable estimate.

Sources: Same as Table 1.

Table 20. Increase in full-time and part-time employment by sex and occupation, Canada, 1975 to 1989

	Increase in employment				Percentage increase			
	Women		Men		Women		Men	
Occupation[1]	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
	(000s)				%			
Managerial, professional, etc.	755	191	638	51	112.9	152.8	54.1	150.0
Clerical	274	185	(22)	26	26.9	91.6	(5.7)	118.2
Sales	114	79	(82)	30	50.0	64.2	(13.3)	48.4
Service	200	177	71	76	51.9	100.6	14.3	101.3
Primary occupations	16	1	(48)	(1)	23.2	2.9	(10.0)	(2.9)
Processing	49	10	147	14	18.8	71.4	12.5	82.4
Construction	10	*	77	11	250.0	*	12.2	91.7
Transportation	19	10	46	9	237.5	250.0	12.8	64.3
Materials handling and other crafts	27	10	14	20	51.9	125.0	5.1	69.0
Total occupations[2]	1 462	665	839	235	54.3	96.8	15.0	78.1

[1] Prior to 1984 the 1971 SOC was used. See technical note 8.
[2] Figures may not add to total due to rounding.
* Sample inadequate for reliable estimate.
() Denotes a decrease.

Source: Figures are calculated from rounded numbers in Table 19.

Table 21. Full-year, full-time employment in 10 highest paid occupations by sex , Canada, 1985[1]

	Full-year, full-time[2] employment				
Occupation	Women	Men	Total[3]	Women as a percentage of total[4]	Women as a percentage of the employed female labour force[4]
		(000s)		%	%
Physicians and surgeons	4 490	22 595	27 085	16.6	0.2
Judges and magistrates	245	1 530	1 775	13.8	—
Dentists	690	5 620	6 310	10.9	—
General managers and other senior officials	17 085	120 170	137 250	12.4	0.7
Lawyers and notaries	5 950	26 660	32 605	18.2	0.3
Air pilots, navigators and flight engineers	185	5 390	5 575	3.3	—
Osteopaths and chiropractors	210	1 725	1 935	10.9	—
Petroleum engineers	225	2 870	3 095	7.3	—
Optometrists	440	1 030	1 465	30.0	—
Management occupations, natural sciences and engineering	930	11 420	12 345	7.5	—
Top 10 occupations[3]	30 450	199 010	229 440	13.3	1.3
All other occupations	2 301 065	4 050 355	6 351 440	36.2	98.7
Total[3]	2 331 515	4 249 365	6 580 880	35.4	100.0

[1] Data are provided on a 20% sample basis. See technical note 1.

[2] Full-year, full-time workers are persons aged 15-and-over who worked from 49 to 52 weeks in 1985, mostly full-time.

[3] Figures may not add to total due to weighting and rounding.

[4] Data calculated from rounded numbers presented.

— Data not available.

Source: Statistics Canada, Population and Dwelling Characteristics, *Census Canada 1986: Employment Income by Occupation*, Ottawa, March 1989, Cat. No. 93-116.

Table 22. Employed and unemployed labour force by sex, Canada, 1975, 1987, 1988 and 1989

Sex	Employed labour force		Unemployed labour force	
	Number	Percentage distribution[2]	Number	Percentage distribution[2]
	(000s)	%	(000s)	%
1975				
Women	3 381	36.4	299	43.3
Men	5 903	63.6	391	56.7
Total[1]	9 284	100.0	690	100.0
1987				
Women	5 152	[illegible]3.4	527	45.8
Men	6 709	56.6	623	54.2
Total[1]	11 861	100.0	1 150	100.0
1988				
Women	5 368	43.8	485	47.0
Men	6 876	56.2	546	53.0
Total[1]	12 245	100.0	1 031	100.0
1989				
Women	5 508	44.1	470	46.2
Men	6 977	55.9	548	53.8
Total[1]	12 486	100.0	1 018	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from rounded numbers presented.

Sources: Same as Table 2.

Table 23. Unemployment rate by sex, Canada, 1975 to 1989

Year	Unemployment rate Women	 Men	 Total
		%	
1975	8.1	6.2	6.9
1976	8.4	6.3	7.1
1977	9.4	7.3	8.1
1978	9.6	7.5	8.3
1979	8.8	6.6	7.4
1980	8.4	6.9	7.5
1981	8.3	7.0	7.5
1982	10.9	11.0	11.0
1983	11.6	12.0	11.8
1984	11.3	11.2	11.2
1985	10.7	10.3	10.5
1986	9.8	9.3	9.5
1987	9.3	8.5	8.8
1988	8.3	7.4	7.8
1989	7.9	7.3	7.5

Sources: Same as Table 2.

Table 24. Unemployment rate by age, sex and marital status, Canada, 1975, 1987, 1988 and 1989

	1975			1987			1988			1989		
Marital status and age	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
							%					
Single	9.1	12.2	10.9	9.9	14.0	12.3	8.7	12.1	10.7	8.5	12.1	10.6
15-24	11.1	14.1	12.8	11.5	15.2	13.6	10.1	13.1	11.8	9.5	12.8	11.3
25-44	4.6	8.2	6.8	8.2	12.2	10.6	7.1	10.9	9.4	7.7	11.2	9.8
45 and over	3.5	6.7	5.2	3.8	12.1	8.3	4.4	10.0	7.2	4.1	12.0	8.4
Married	7.9	4.0	5.3	8.7	5.9	7.1	8.0	5.1	6.3	7.4	5.0	6.0
15-24	11.8	7.8	9.8	14.7	12.2	13.7	13.7	11.7	12.9	11.6	10.3	11.1
25-44	7.7	3.8	5.1	8.5	5.9	7.1	7.8	4.9	6.2	7.6	5.0	6.2
45 and over	5.8	3.6	4.2	7.1	5.1	5.8	6.4	4.6	5.2	5.5	4.3	4.8
Other[1]	6.4	8.2	7.0	10.9	11.1	11.0	9.2	10.0	9.5	8.9	9.8	9.3
15-24	*	*	18.2	*	*	20.2	*	*	*	*	*	*
25-44	7.0	7.4	7.1	11.5	11.4	11.5	10.5	11.2	10.8	10.4	9.7	10.1
45 and over	5.0	7.7	5.9	9.7	10.6	10.0	7.4	8.5	7.8	7.0	9.9	8.1
Total	8.1	6.9	6.9	4.3	8.5	8.8	8.3	7.4	7.8	7.9	7.3	7.5
15-24	11.4	12.5	12.0	12.4	14.8	13.7	11.0	12.9	12.0	10.1	12.4	11.3
25-44	7.1	4.4	5.4	8.7	7.5	8.1	8.0	6.5	7.2	7.9	6.6	7.2
45 and over	5.4	4.0	4.4	7.4	5.9	6.5	6.4	5.2	5.7	5.7	5.2	5.4

[1] Includes widowed, separated or divorced.

* Sample inadequate for reliable estimate.

Sources: Statistics Canada, Household Surveys Division, 1975, unpublished data.

Other years, same sources as Table 3.

2

EARNINGS AND INCOME

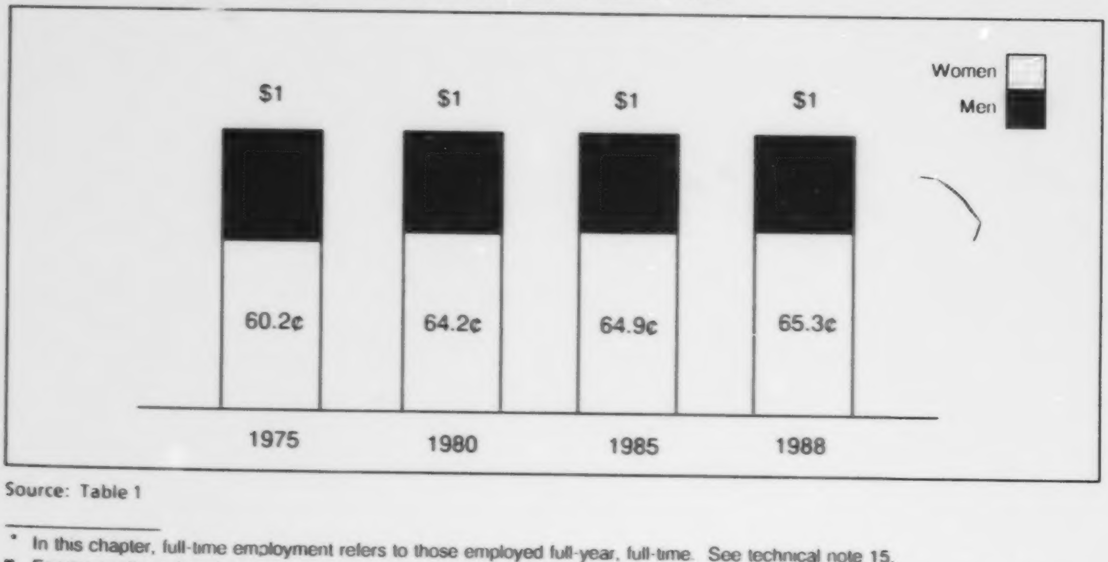
Women continue to earn substantially less than men on average. This chapter examines the differences in earnings (from wages and salaries including self-employment), and income (from all sources) of women and men.

1. EARNINGS OF WOMEN AND MEN

- In 1988, women earned on average 57.4 per cent of the average earnings of men, up considerably from 48.1 per cent in 1975. (See Table 1.)

- **Full-time and part-time*** - Table 1 further illustrates that, in 1988, women employed full-time for the full-year (49 to 52 weeks) earned on average $21 918 or 65.3 per cent of their male counterparts' average earnings ($33 558). This represented a decrease in the earnings ratio** from 65.9 per cent in 1987 and 65.8 per cent in

Figure 1. Women's average full-year, full-time earnings as a percentage of men's full-year, full-time earnings (in cents), Canada, 1975, 1980, 1985 and 1988



Source: Table 1

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* In this chapter, full-time employment refers to those employed full-year, full-time. See technical note 15.

** Earnings ratio or female-to-male earnings ratio refers to women's average earnings as a percentage of men's average earnings.

1986. However, the female-to-male earnings ratio increased somewhat from 60.2 per cent in 1975. (See Figure 1 for a comparison of women's average earnings as a percentage of men's average earnings for selected years.)

- Similar to full-time employment, women employed part-time earn, on average less than men. In 1988, women employed part-time averaged $7 991 as compared with $10 735 for men. Women's average earnings as a percentage of men's earnings increased from 50.6 per cent in 1975 to 74.4 per cent in 1988.

- In 1988, 32.0 per cent of women employed full-time received earnings of $25 000 or more, whereas 66.0 per cent of men employed full-time received such earnings. In part-time employment only 4.7 per cent of women achieved earnings of $25 000 or more as compared with 10.3 per cent of men. (See Table 2.)

- **Province** - Table 3 depicts the female-to-male earnings ratio for full-year, full-time earners by province for the years 1980 through 1988. Nova Scotia, Quebec and British Columbia experienced a drop in the earnings ratio from 1980 to 1988.

- In Newfoundland, women averaged 75.1 per cent of men's earnings, whereas in British Columbia women averaged only 61.8 per cent of men's earnings in 1988.

- **Occupation** - In 1986, 1987 and 1988, the average earnings of women were markedly less than those of men in all occupational categories. (See Table 4.) In 1988, the highest female-to-male earnings ratio was found in the clerical group, where women earned on average 71.2 per cent of men's average earnings, whereas the lowest ratios were in transport equipment operation (46.0 per cent), sales (49.3 per cent) and medicine and health (49.3 per cent).

- Between 1987 and 1988 there was a notable drop in the earnings ratio in the artistic and recreational group, from 75.3 per cent to 53.1 per cent, and in agriculture, from 75.2 per cent to 57.0 per cent.

- Census data indicate that women's average full-year, full-time employment income did not exceed that of men's in any of the 10 highest paid occupations in 1985.

- Women in the judges and magistrates category (the second highest-paid occupation) averaged an employment income of $61 094, compared with men's $78 402; that is, women earned 77.9 per cent of men's average employment income. (See Table 5)

- The air pilots, navigators and flight engineers category had the greatest discrepancy in the average employment income between women and men. Women employed in this category averaged only $27 436 annually, compared with $57 337 for their male counterparts.

- **Marital Status** - Among women in 1988, those who were widowed, separated or divorced averaged the highest earnings ($18 130), followed by married women ($15 967). Among men, those who were married averaged the highest earnings ($32 013), followed by widowed, separated or divorced men ($28 741). This pattern was consistent with the previous two years and 1975. (See Table 6.)

- By marital status and employment status, widowed, separated or divorced women who were employed full-time for the full-year in 1988 averaged the highest earnings among women.

- In 1988, married women employed part-time earned more on average than either single, separated, widowed or divorced women in part-time employment. The pattern was also prevalent among men in part-time employment.

2. INCOME OF WOMEN AND MEN

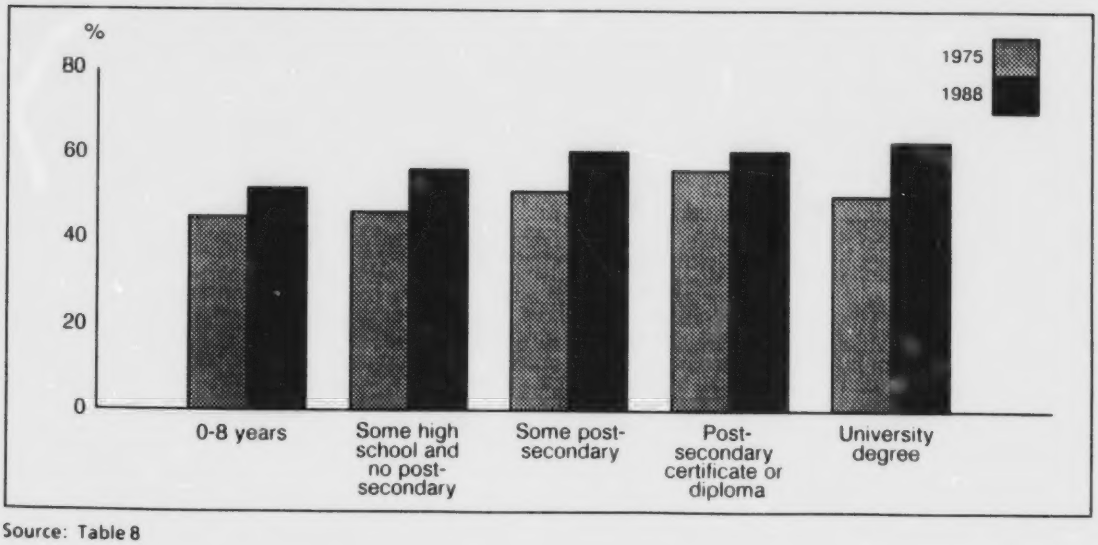
- **Region** - Table 7 illustrates that in 1988 the average income of Canadian women ($16 919) stood at 58.8 per cent of men's average income, varying from 58.9 per cent in 1987 and 58.4 per cent in 1986. The discrepancy between the average income of women and men differed by region. In Quebec, women's average income was 59.6 per cent of men's average income; the corresponding figures for Ontario and the Prairie provinces were 58.6 per cent each, followed by the Atlantic provinces at 58.5 per cent and British Columbia at 57.2 per cent.

- For both women and men, those residing in Ontario attained the highest average income in 1988, at $18 452 and $31 494 respectively. In comparison, the lowest average income was received by women ($13 664) and men ($23 348) in the Atlantic provinces.

- In all regions, the average income of both women and men increased steadily from 1986 to 1988.

- **Education** - Generally, the average income of Canadians increases with each level of educational attainment. However, at each level men continue to achieve an average income that is markedly higher than that of women. (See Figure 2.) For

Figure 2. Women's average income as a percentage of men's average income by educational attainment, Canada, 1975 and 1988



Source: Table 8

example, in 1988 women with a university degree averaged an income of $27 745 compared with $43 983 for men. Those with a post-secondary certificate had an average income of $19 080 compared with $31 203 for men, and those with a primary education averaged an income of $12 737 as compared with $24 295 for men. (See Table 8.)

- From 1975 to 1988, the disparity between the average incomes of women and men decreased. For instance, in 1988, women with a university degree achieved 63.1 per cent of men's average income, up from 50.6 per cent in 1975.

- **Marital Status** - Table 9 indicates that for both men and women, those who were married received an average income that exceeded that of single, divorced or widowed persons.

- In 1988, married women's average income as a percentage of married men's income stood at 48.5 per cent, up from 37.5 per cent in 1975.

- The discrepancy between women's and men's average income was less pronounced for those who were not married. In 1988, single, divorced or widowed women averaged 85.7 per cent of men's average income, representing a decrease from the two previous years but an increase from 80.0 per cent in 1975. In comparison, married women received an income that averaged 48.5 per cent of that of married men, representing little change from 1986 or 1987 but an increase of over 10 percentage points from 1975.

- In 1988, 1.9 per cent of married women received an average income of $50 000 or more, whereas 13.7 per cent of married men were in this income group.

- **Family income** - The highest average income ($57 039) in 1988 was received by families without children under six in which the wife was in the labour force. Families without children under six where wives were not employed received the lowest average family income, at $36 597. These figures differed somewhat from the previous two years and substantially from 1975. (See Table 10.)

Table 1. Average earnings of full-year[1], full-time workers and other workers[2] by sex, Canada, 1975 to 1988

Year[3]	Women	Men	Difference between women's and men's earnings	Women's earnings as a percentage of men's earnings
		$		%
		Full-year, full-time workers		
1975	8 231	13 674	5 443	60.2
1976	9 309	15 741	6 432	59.1
1977	9 790	15 777	5 987	62.1
1978	11 006	17 471	6 465	63.0
1979	11 743	18 537	6 794	63.3
1980	13 350	20 779	7 429	64.2
1981	14 615	22 931	8 316	63.7
1982	16 083	25 137	9 054	64.0
1983	17 555	27 180	9 625	64.6
1984	18 087	27 586	9 499	65.6
1985	18 710	28 810	10 100	64.9
1986	19 860	30 176	10 316	65.8
1987	21 012	31 865	10 853	65.9
1988	21 918	33 558	11 640	65.3
		Other workers		
1975	2 749	5 431	2 682	50.6
1976	3 249	6 195	2 946	52.4
1977	3 566	5 868	2 302	60.8
1978	3 702	6 310	2 608	58.7
1979	4 201	7 272	3 071	57.8
1980	4 564	7 369	2 805	61.9
1981	5 334	8 524	3 190	62.6
1982	5 514	8 747	3 233	63.0
1983	5 510	8 822	3 312	62.5
1984	6 406	9 140	2 734	70.1
1985	6 462	9 116	2 654	70.9
1986	7 306	9 862	2 556	74.1
1987	7 797	10 158	2 361	76.8
1988	7 991	10 735	2 744	74.4

continued

Table 1 (continued). Average earnings of full-year[1], full-time workers and other workers[2] by sex, Canada, 1975 to 1988

Year[3]	Women	Men	Difference between women's and men's earnings	Women's earnings as a percentage of men's earnings
		$		%
		All earners		
1975	5 200	10 815	5 615	48.1
1976	5 785	12 390	6 605	46.7
1977	6 442	12 690	6 248	50.8
1978	6 987	13 753	6 766	50.8
1979	7 673	14 981	7 308	51.2
1980	8 520	16 510	7 990	51.6
1981	9 687	18 115	8 428	53.5
1982	10 524	19 164	8 640	54.9
1983	11 219	20 427	9 208	54.9
1984	11 960	20 858	8 898	57.3
1985	12 477	22 208	9 731	56.2
1986	13 469	23 467	9 998	57.4
1987	14 221	24 673	10 452	57.6
1988	15 054	26 236	11 182	57.4

[1] Full-year is defined as 50 to 52 weeks for data prior to 1981 and 49 to 52 weeks for more recent data. See technical note 15.

[2] 'Other workers' is synonymous with 'part-time workers.' See technical note 15.

[3] See technical note 16.

Source: Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1988, Ottawa, December 1989, Cat. No. 13-217. Annual.

Table 2. Percentage distribution of full-year[1], full-time workers and other workers[2] by earnings group and sex, Canada, 1975, 1986[3], 1987 and 1988

	Women		Men	
Earnings group	Full-year, full-time workers	Other workers	Full-year, full-time workers	Other workers
		%		%
		1975		
Under $2 000	2.6	49.3	2.1	30.8
$2 000 – $ 3 999	4.7	25.9	2.7	20.1
4 000 – 9 999	68.7	22.7	26.1	33.0
10 000 – 14 999	19.0	1.7	37.2	11.1
15 000 – 19 999	3.8	0.3	19.1	3.1
20 000 – 24 999	0.6	0.0	6.7	0.8
25 000 and over	0.3	0.0	6.2	0.8
Total[4]	100.0	100.0	100.0	100.0
		$		
Average earnings	8 231	2 749	13 674	5 431
		%		
Women's earnings as a percentage of men's earnings	60.2	50.6		
		1986		
Under $2 000	1.7	25.2	1.6	20.6
$2 000 – $ 3 999	2.0	17.0	1.0	15.3
4 000 – 9 999	12.6	31.8	6.2	27.9
10 000 – 14 999	18.5	12.5	8.2	14.0
15 000 – 19 999	21.0	6.8	10.5	8.3
20 000 – 24 999	18.1	3.2	13.1	4.8
25 000 and over	26.3	3.5	59.3	9.0
Total[4] 100.0	100.0	100.0	100.0	
		$		
Average earnings	19 860	7 306	30 176	9 862
		%		
Women's earnings as a percentage of men's earnings	65.8	74.1		

continued

Table 2 (continued). Percentage distribution of full-year[1], full-time workers and other workers[2] by earnings group and sex, Canada, 1975, 1986[3], 1987 and 1988

Earnings group	Women		Men	
	Full-year, full-time workers	Other workers	Full-year, full-time workers	Other workers
	%		%	
		1987		
Under $2 000	1.6	23.8	1.1	19.7
$2 000 – $ 3 999	1.8	17.6	1.1	15.1
4 000 – 9 999	12.0	30.5	5.0	28.0
10 000 – 14 999	15.9	13.0	7.7	14.3
15 000 – 19 999	19.6	7.0	9.7	8.2
20 000 – 24 999	18.6	3.7	13.0	5.9
25 000 and over	30.7	4.4	62.4	8.9
Total[4]	100.0	100.0	100.0	100.0
		$		
Average earnings	21 012	7 797	31 865	10 158
		%		
Women's earnings as a percentage of men's earnings	65.9	76.8		

continued

Table 2 (continued). Percentage distribution of full-year[1], full-time workers and other workers[2] by earnings group and sex, Canada, 1975, 1986[3], 1987 and 1988

Earnings group	Women Full-year, full-time workers	 Other workers	Men Full-year, full-time workers	 Other workers
	%		%	
		1988		
Under $2 000	1.3	22.1	1.0	18.3
$2 000 – $ 3 999	1.6	17.8	0.9	14.2
4 000 – 9 999	10.7	31.3	4.6	28.9
10 000 – 14 999	15.4	13.4	6.6	13.3
15 000 – 19 999	19.4	7.3	9.3	9.2
20 000 – 24 999	19.6	3.4	11.5	5.8
25 000 and over	32.0	4.7	66.0	10.3
Total[4]	100.0	100.0	100.0	100.0
		$		
Average earnings	21 918	7 991	33 558	10 735
		%		
Women's earnings as a percentage of men's earnings	65.3	74.4		

[1] Full-year is defined as 50 to 52 weeks for data prior to 1981 and 49 to 52 weeks for more recent data. See technical note 15.
[2] 'Other workers' is synonymous with 'part-time workers'. See technical note 15.
[3] See technical note 16.
[4] Figures may not add to total due to rounding.

Sources: Statistics Canada, Survey of Consumer Finances, 1975, unpublished data.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1986, Ottawa, Revised Estimates, December 1988.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1987, Ottawa, December 1988, Cat. No. 13-217. Annual.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1988, Ottawa, December 1989, Cat. No. 13-217. Annual.

Table 3. Women's average earnings as a percentage of men's earnings for full-year[1], full-time workers, by province, Canada, 1980 to 1988

Province	1980[2]	1981[2]	1982[2]	1983[2]	1984[2]	1985[2]	1986[2]	1987	1988
Newfoundland	64.9	58.2	70.3	70.6	71.2	70.1	66.1	64.5	75.1
Prince Edward Island	69.8	72.6	72.6	75.8	81.8	73.2	71.1	71.1	71.7
Nova Scotia	66.2	66.4	63.5	72.1	61.3	61.1	63.1	61.0	64.4
New Brunswick	65.1	64.0	66.8	66.3	64.9	64.3	64.3	65.6	69.5
Quebec	67.3	67.2	67.7	64.8	67.2	68.9	69.2	66.8	65.9
Ontario	63.1	63.2	62.4	64.6	64.4	62.9	64.6	65.4	64.8
Manitoba	64.1	64.1	65.6	65.1	65.6	66.9	70.0	68.6	67.9
Saskatchewan	66.9	61.9	67.3	62.3	69.8	73.2	68.4	66.3	67.5
Alberta	58.4	61.1	60.0	61.2	65.2	64.8	64.1	65.1	65.3
British Columbia	66.4	61.5	63.2	64.5	65.1	61.2	63.2	66.7	61.8
Canada	64.2	63.7	64.0	64.6	65.6	64.9	65.8	65.9	65.3

[1] Full-year is defined as 50 to 52 weeks for data prior to 1981 and 49 to 52 weeks for more recent data. See technical note 15.
[2] See technical note 16.

Source: Same as Table 1.

Table 4. Average earnings by occupation and sex, Canada, 1986[1], 1987 and 1988

Occupation	Women	Men	Difference between women's and men's average earnings	Women's earnings as a percentage of men's earnings
		$		%
		1986		
Managerial and administrative	22 866	36 117	13 251	63.3
Natural sciences	21 741	34 286	12 545	63.4
Social sciences and religion	20 068	35 572	15 504	56.4
Teaching	21 742	35 845	14 103	60.7
Medicine and health	19 838	43 013	23 175	46.1
Fishing and trapping	*	16 827	*	*
Forestry and logging	*	17 474	*	*
Mining and quarrying	*	28 701	*	*
Processing	12 876	23 877	11 001	53.9
Machining	*	23 915	*	*
Artistic and recreational	15 306	23 279	7 973	65.8
Clerical	14 606	21 545	6 939	67.8
Sales	10 455	22 732	12 277	46.0
Service	8 545	16 717	8 172	51.1
Agriculture	7 775	13 988	6 213	55.6
Product fabricating, assembling and repairing	12 515	24 095	11 580	51.9
Construction trades	*	21 455	*	*
Transport equipment operation	*	22 928	*	*
Materials handling	12 460	18 151	5 691	68.6
Other crafts and equipment handling	*	29 538	*	*

continued

Table 4 (continued). Average earnings by occupation and sex, Canada, 1986[1], 1987 and 1988

Occupation	Women	Men	Difference between women's and men's average earnings	Women's earnings as a percentage of men's earnings
		$		%
		1987		
Managerial and administrative	23 509	39 140	15 631	60.1
Natural sciences	22 478	33 806	11 328	66.5
Social sciences and religion	21 625	40 260	18 635	53.7
Teaching	23 335	36 817	13 482	63.4
Medicine and health	21 346	43 148	21 802	49.5
Fishing and trapping	*	22 558	*	*
Forestry and logging	*	19 966	*	*
Mining and quarrying	*	31 667	*	*
Processing	13 152	24 742	11 590	53.2
Machining	*	25 575	*	*
Artistic and recreational	16 214	21 536	5 322	75.3
Clerical	14 993	22 160	7 167	67.7
Sales	12 154	24 208	12 054	50.2
Service	8 895	18 093	9 198	49.2
Agriculture	11 892	15 818	3 926	75.2
Product fabricating, assembling and repairing	13 146	24 957	11 811	52.7
Construction trades	*	23 280	*	*
Transport equipment operation	15 355	24 695	9 340	62.2
Materials handling	11 511	18 702	7 191	61.5
Other crafts and equipment handling	*	28 890	*	*

continued

Table 4 (continued). Average earnings by occupation and sex, Canada, 1986[1], 1987 and 1988

Occupation	Women	Men	Difference between women's and men's average earnings	Women's earnings as a percentage of men's earnings
		$		%
		1988		
Managerial and administrative	24 483	41 286	16 803	59.3
Natural sciences	23 819	36 076	12 257	66.0
Social sciences and religion	23 431	36 702	13 271	63.8
Teaching	25 861	37 434	11 573	69.1
Medicine and health	21 428	43 441	22 013	49.3
Fishing and trapping	*	18 824	*	*
Forestry and logging	*	24 538	*	*
Mining and quarrying	*	33 639	*	*
Processing	14 627	27 209	12 582	53.8
Machining	*	27 167	*	*
Artistic and recreational	14 374	27 051	12 677	53.1
Clerical	16 315	22 905	6 590	71.2
Sales	12 746	25 847	13 101	49.3
Service	9 749	19 198	9 449	50.8
Agriculture	8 700	15 276	6 576	57.0
Product fabricating, assembling and repairing	14 196	26 982	12 786	52.6
Construction trades	*	25 135	*	*
Transport equipment operation	12 018	26 146	14 128	46.0
Materials handling	12 998	19 660	6 662	66.1
Other crafts and equipment handling	*	32 491	*	*

[1] See technical note 16.

* Sample inadequate for reliable estimate.

Sources: Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1986, Ottawa, Revised Estimates, December 1988.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1987, Ottawa, December 1988, Cat. No. 13-217. Annual.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1988, Ottawa, December 1989, Cat. No. 13-217. Annual.

Table 5. Average employment income of full-year, full-time workers[1] in 10 highest paid occupations by sex, Canada, 1985[2]

Occupation	Full-year, full-time employment income: Women	Full-year, full-time employment income: Men	Women's income as a percentage of men's income
	$		%
Physicians and surgeons	57 126	90 562	63.1
Judges and magistrates	61 094	78 402	77.9
Dentists	46 777	79 346	59.0
General managers and other senior officials	34 096	60 327	56.5
Lawyers and notaries	36 551	60 867	60.1
Air pilots, navigators and flight engineers	27 436	57 337	47.9
Osteopaths and chiropractors	35 680	58 645	60.8
Petroleum engineers	35 763	55 063	64.9
Optometrists	33 600	61 625	54.5
Management occupations, natural sciences and engineering	35 560	52 748	67.4
Top 10 occupations	38 493	63 909	60.2
All other occupations	19 750	28 863	68.4
Total	19 995	30 504	65.5

[1] Full-year, full-time workers are persons aged 15-and-over who worked from 49 to 52 weeks in 1985, mostly full-time.

[2] Data are provided on a 20% sample basis. See technical note 1.

Source: Statistics Canada, Population and Dwelling Characteristics, *Census Canada 1986: Employment Income by Occupation*, March 1989, Cat. No. 93-116.

Table 6. Average earnings of earners by marital status and sex, Canada, 1975, 1986[1], 1987, and 1988

	Women	Men	Women's average earnings as a percentage of men's earnings
	$		%
		1975	
Full-year, full-time[2] workers			
Single	8 182	9 592	85.3
Married	8 197	14 358	57.1
Other[3]	8 523	13 063	65.2
Total	8 231	13 674	60.2
Other workers[4]			
Single	2 076	3 049	68.1
Married	3 104	7 833	39.6
Other[3]	2 944	6 153	47.8
Total	2 749	5 431	50.6
All earners			
Single	4 483	5 290	84.7
Married	5 423	12 842	42.2
Other[3]	6 126	10 436	58.7
Total	5 200	10 815	48.1
		1986	
Full-year, full-time[2] workers			
Single	19 418	21 975	88.4
Married	19 613	32 270	60.8
Other[3]	22 098	28 829	76.7
Total	19 860	30 176	65.8
Other workers[4]			
Single	5 338	6 379	83.7
Married	8 375	14 458	57.9
Other[3]	8 120	11 933	68.0
Total	7 306	9 862	74.1
All earners			
Single	11 015	12 722	86.6
Married	14 197	28 613	49.6
Other[3]	16 300	23 493	69.4
Total	13 469	23 467	57.4

continued

Table 6 (continued). Average earnings of earners by marital status and sex, Canada, 1975, 1986[1], 1987, and 1988

	Women	Men	Women's average earnings as a percentage of men's earnings
	$		%
		1987	
Full-year, full-time[2] workers			
Single	21 007	22 472	93.5
Married	20 742	34 140	60.8
Other[3]	22 488	33 019	68.1
Total	21 012	31 865	65.9
Other workers[4]			
Single	5 704	6 352	89.8
Married	8 917	15 188	58.7
Other[3]	8 876	12 358	71.8
Total	7 797	10 158	76.8
All earners			
Single	11 779	12 937	91.0
Married	14 960	30 203	49.5
Other[3]	17 113	26 945	63.5
Total	14 221	24 673	57.6
		1988	
Full-year, full-time[2] workers			
Single	21 266	23 669	89.8
Married	21 795	35 825	60.8
Other[3]	23 854	35 357	67.5
Total	21 918	33 558	65.3
Other workers[4]			
Single	5 878	6 985	84.2
Married	9 131	16 000	57.1
Other[3]	8 825	13 047	67.6
Total	7 991	10 735	74.4
All earners			
Single	11 977	13 777	86.9
Married	15 967	32 013	49.9
Other[3]	18 130	28 741	63.1
Total	15 054	26 236	57.4

[1] See technical note 16.

[2] Full-year is defined as 50 to 52 weeks for data prior to 1981 and 49 to 52 weeks for more recent data. See technical note 15.

[3] Includes widowed, separated or divorced.

[4] 'Other workers' is synonymous with 'part-time workers.' See technical note 15.

Sources: Same as Table 2.

Table 7. Average income by region and sex, Canada, 1986[1], 1987 and 1988

Region	Women	Men	Women's income as a percentage of men's income
	$		%
	1986		
Atlantic Provinces	12 354	21 520	57.4
Quebec	15 400	24 610	62.6
Ontario	15 736	28 039	56.1
Prairie Provinces	15 151	25 289	59.9
British Columbia	15 162	27 234	55.7
Canada	15 221	26 073	58.4
	1987		
Atlantic Provinces	12 979	22 587	57.5
Quebec	15 897	25 914	61.3
Ontario	17 109	29 228	58.5
Prairie Provinces	15 236	25 981	58.6
British Columbia	15 288	27 468	55.7
Canada	15 960	27 085	58.9
	1988		
Atlantic Provinces	13 664	23 348	58.5
Quebec	16 062	26 928	59.6
Ontario	18 452	31 494	58.6
Prairie Provinces	16 200	27 632	58.6
British Columbia	16 794	29 358	57.2
Canada	16 919	28 768	58.8

[1] See technical note 16.

Sources: Same as Table 4.

Table 8. Average income by education and sex, Canada, 1975, 1986[1], 1987 and 1988

Education	Women	Men	Women's income as a percentage of men's income
	$		%
		1975	
0 – 8	4 758	10 472	45.4
Some high school and no post-secondary	4 990	10 735	46.5
Some post-secondary	5 386	10 439	51.6
Post-secondary certificate or diploma	7 441	13 201	56.4
University degree	9 821	19 407	50.6
		1986	
0 – 8	11 522	23 208	49.6
Some high school and no post-secondary	12 946	22 503	57.5
Some post-secondary	13 307	23 447	56.8
Post-secondary certificate or diploma	17 623	27 260	64.6
University degree	24 926	41 749	59.7
		1987	
0 – 8	12 277	23 250	52.8
Some high school and no post-secondary	13 463	23 723	56.8
Some post-secondary	13 739	22 887	60.0
Post-secondary certificate or diploma	18 312	28 833	63.5
University degree	26 478	42 579	62.2

continued

Table 8 (continued). Average income by education and sex, Canada, 1975, 1986[1], 1987 and 1988

Education	Women	Men	Women's income as a percentage of men's income
	$		%
	1988		
0 – 8	12 737	24 295	52.4
Some high school and no post-secondary	14 370	25 510	56.3
Some post-secondary	14 802	24 144	61.3
Post-secondary certificate or diploma	19 080	31 203	61.1
University degree	27 745	43 983	63.1

[1] See technical note 16.

Sources: Statistics Canada, Consumer Income and Expenditure Division, *Earnings of Men and Women*, Selected years 1967 to 1979, Ottawa, December 1981, Cat. No. 13-577. Occasional.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1986, Ottawa, Revised Estimates, December 1988.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1987, Ottawa, December 1988, Cat. No. 13-217. Annual.

Statistics Canada, Household Surveys Division, *Earnings of Men and Women*, 1988, Ottawa, December 1989, Cat. No. 13-217. Annual.

Table 9. Percentage distribution of individuals by income group, sex and marital status, Canada, 1975, 1986, 1987 and 1988

	Married		Single, divorced or widowed	
Income group	Women	Men	Women	Men
		%		
		1975		
Under $2 000	30.7	3.1	26.9	27.1
$2 000 – $4 999	27.4	11.6	36.5	28.0
5 000 – 9 999	31.5	23.4	26.1	25.8
10 000 – 14 999	8.0	31.5	8.0	13.0
15 000 – 19 999	1.7	17.6	2.0	3.8
20 000 – 24 999	0.4	6.9	0.3	1.0
25 000 – 29 999	0.1	2.5	0.1	0.6
30 000 – 39 999	0.1	2.1	0.0	0.4
40 000 – 49 999	0.0	0.6	0.0	0.1
50 000 and over	0.0	0.9	0.0	0.1
Total[1]	100.0	100.0	100.0	100.0
$				
Average income	4 847	12 917	4 708	5 884
%				
Women's income as a percentage of men's income	37.5		80.0	

continued

Table 9 (continued). Percentage distribution of individuals by income group, sex and marital status, Canada, 1975, 1986, 1987 and 1988

Income group	Married		Single, divorced or widowed	
	Women	Men	Women	Men
	%			
	1986			
Under $2 000	9.5	1.1	10.4	13.2
$2 000 – $4 999	13.9	2.2	12.4	14.3
5 000 – 9 999	23.7	10.4	28.9	20.0
10 000 – 14 999	16.5	12.1	17.4	14.9
15 000 – 19 999	12.7	11.3	10.3	10.5
20 000 – 24 999	9.8	11.4	8.1	7.9
25 000 – 29 999	5.7	11.3	4.8	5.9
30 000 – 39 999	5.7	19.9	5.0	7.8
40 000 – 49 999	1.5	11.2	1.7	2.9
50 000 and over	1.1	9.2	1.0	2.6
Total[1]	100.0	100.0	100.0	100.0
$				
Average income	13 492	28 494	12 883	14 665
%				
Women's income as a percentage of men's income	47.4		87.8	

continued

Table 9 (continued). Percentage distribution of individuals by income group, sex and marital status, Canada, 1975, 1986, 1987 and 1988

	Married		Single, divorced or widowed	
Income group	Women	Men	Women	Men
		%		
		1987		
Under $2 000	9.4	1.0	10.1	11.6
$2 000 – $4 999	13.4	2.0	11.6	14.2
5 000 – 9 999	21.9	8.7	26.2	19.9
10 000 – 14 999	16.1	11.4	18.5	15.0
15 000 – 19 999	12.9	10.9	10.8	10.5
20 000 – 24 999	10.1	11.0	8.2	8.7
25 000 – 29 999	6.1	11.1	5.8	5.7
30 000 – 39 999	6.6	19.9	5.5	8.1
40 000 – 49 999	2.3	12.7	1.9	3.6
50 000 and over	1.2	11.3	1.4	2.8
Total[1]	100.0	100.0	100.0	100.0
$				
Average income	14 370	30 091	13 576	15 405
%				
Women's income as a percentage of men's income	47.8		88.1	

continued

Table 9 (continued). Percentage distribution of individuals by income group, sex and marital status, Canada, 1975, 1986, 1987 and 1988

	Married		Single, divorced or widowed	
Income group	Women	Men	Women	Men
		%		
		1988		
Under $2 000	7.6	0.8	8.8	10.4
$2 000 – $4 999	11.3	1.5	10.9	13.2
5 000 – 9 999	22.7	7.4	25.8	20.0
10 000 – 14 999	15.7	10.4	19.7	13.9
15 000 – 19 999	13.6	10.6	11.2	11.3
20 000 – 24 999	10.8	11.2	8.9	8.7
25 000 – 29 999	6.5	10.8	5.0	6.4
30 000 – 39 999	7.3	20.7	5.8	9.0
40 000 – 49 999	2.5	12.7	2.3	3.8
50 000 and over	1.9	13.7	1.6	3.4
Total[1]	100.0	100.0	100.0	100.0
$				
Average income	15 426	31 777	14 139	16 504
%				
Women's income as a percentage of men's income	48.5		85.7	

[1] Figures may not add to total due to rounding.

Sources: Statistics Canada, Survey of Consumer Finances, 1975, unpublished data.

Statistics Canada, Household Surveys Division, *Income Distributions by Size in Canada*, 1986, Ottawa, November 1987, Cat. No. 13-207. Annual.

Statistics Canada, Household Surveys Division, *Income Distributions by Size in Canada*, 1987, Ottawa, November 1988, Cat. No. 13-207. Annual.

Statistics Canada, Household Surveys Division, *Income Distributions by Size in Canada*, 1988, Ottawa, November 1989, Cat. No. 13-207. Annual.

Table 10. Percentage distribution of husband-wife families by husband's income group, presence of children, and labour force participation of wife[1], Canada, 1975, 1986, 1987 and 1988

	Families with children under 6 years		Families without children under 6 years	
Husband's income group	Wife in the labour force	Wife not in the labour force	Wife in the labour force	Wife not in the labour force
		%		
		1975		
Under $5 000	7.2	7.1	11.4	23.6
$5 000 – $ 9 999	24.9	20.0	24.3	22.7
10 000 – 14 999	38.9	35.0	34.6	24.1
15 000 – 17 499	12.7	13.5	11.4	8.3
17 500 – 19 999	7.9	8.9	6.6	6.2
20 000 – 24 999	5.1	9.1	6.3	7.2
25 000 – 29 999	1.4	2.8	2.3	3.0
30 000 – 34 999	0.7	1.4	1.2	1.8
35 000 – 39 999	0.6	0.9	0.4	1.0
40 000 – 44 999	0.0	0.3	0.3	0.4
45 000 – 49 999	0.1	0.2	0.3	0.4
50 000 – 54 999	0.1	0.0	0.1	0.3
55 000 – 59 999	0.0	0.3	0.2	0.2
60 000 – 64 999	0.0	0.3	0.0	0.1
65 000 – 69 999	0.2	0.0	0.0	0.1
70 000 – 74 999	0.0	0.0	0.1	0.1
75 000 and over	0.1	0.2	0.2	0.4
Total[2]	100.0	100.0	100.0	100.0
		(000s)		
Estimated numbers	624	824	1 741	1 807
$				
Husband's average income	12 781	14 285	12 870	12 488
Family's average income	18 186	14 929	20 551	15 107

continued

Table 10 (continued). Percentage distribution of husband-wife families by husband's income group, presence of children, and labour force participation of wife[1], Canada, 1975, 1986, 1987 and 1988

Husband's income group	Families with children under 6 years		Families without children under 6 years	
	Wife in the labour force	Wife not in the labour force	Wife in the labour force	Wife not in the labour force
		%		
		1986		
Under $5 000	2.5	3.9	4.1	3.9
$5 000 – $ 9 999	5.4	5.6	6.9	18.5
10 000 – 14 999	9.2	9.6	10.0	16.4
15 000 – 17 499	5.5	5.9	5.7	5.7
17 500 – 19 999	6.4	4.9	5.4	5.2
20 000 – 24 999	13.6	11.4	11.5	9.7
25 000 – 29 999	13.5	11.7	12.3	8.6
30 000 – 34 999	13.9	12.0	11.9	8.3
35 000 – 39 999	9.4	11.6	9.3	7.0
40 000 – 44 999	8.0	8.1	7.9	4.6
45 000 – 49 999	4.4	5.0	5.0	3.6
50 000 – 54 999	2.5	4.2	3.1	2.2
55 000 – 59 999	1.0	1.4	1.9	1.5
60 000 – 64 999	1.4	1.1	1.3	1.3
65 000 – 69 999	0.6	0.9	1.1	0.8
70 000 – 74 999	0.5	1.5	0.4	0.6
75 000 and over	2.3	1.2	2.2	2.2
Total[2]	100.0	100.0	100.0	100.0
		(000s)		
Estimated numbers	905	482	2 678	1 844
$				
Husband's average income	29 965	31 063	29 639	25 586
Family's average income	45 380	33 439	49 867	33 388

continued

Table 10 (continued). Percentage distribution of husband-wife families by husband's income group, presence of children, and labour force participation of wife[1], Canada, 1975, 1986, 1987 and 1988

Husband's income group	Families with children under 6 years		Families without children under 6 years	
	Wife in the labour force	Wife not in the labour force	Wife in the labour force	Wife not in the labour force
			%	
		1987		
Under $5 000	2.2	2.7	3.3	3.4
$5 000 – $ 9 999	4.1	5.3	6.4	14.9
10 000 – 14 999	8.3	9.7	8.4	17.5
15 000 – 17 499	4.8	4.3	5.7	6.4
17 500 – 19 999	5.4	5.4	4.8	5.2
20 000 – 24 999	13.4	10.9	11.2	9.2
25 000 – 29 999	14.3	11.2	11.5	8.8
30 000 – 34 999	11.7	13.7	11.4	8.5
35 000 – 39 999	11.7	9.9	9.9	7.1
40 000 – 44 999	7.8	9.7	8.7	5.4
45 000 – 49 999	5.8	6.1	5.4	4.2
50 000 – 54 999	3.2	4.3	3.9	2.2
55 000 – 59 999	2.2	1.5	2.6	1.9
60 000 – 64 999	1.4	1.9	1.8	0.9
65 000 – 69 999	0.7	0.5	1.1	0.7
70 000 – 74 999	0.8	0.9	0.6	0.6
75 000 and over	2.4	1.9	3.1	3.0
Total[2]	100.0	100.0	100.0	100.0
		(000s)		
Estimated numbers	927	424	2 789	1 752
$				
Husband's average income	31 496	30 998	32 117	26 549
Family's average income	48 484	33 632	53 768	35 607

continued

Table 10 (continued). Percentage distribution of husband-wife families by husband's income group, presence of children, and labour force participation of wife[1], Canada, 1975, 1986, 1987 and 1988

	Families with children under 6 years		Families without children under 6 years	
Husband's income group	Wife in the labour force	Wife not in the labour force	Wife in the labour force	Wife not in the labour force
		%		
		1988		
Under $5 000	1.9	2.3	2.4	3.2
$5 000 – $ 9 999	3.3	3.4	5.2	13.9
10 000 – 14 999	7.2	7.3	7.6	16.9
15 000 – 17 499	5.1	4.1	5.0	6.3
17 500 – 19 999	5.3	4.4	5.0	5.3
20 000 – 24 999	11.9	10.1	10.9	11.4
25 000 – 29 999	12.1	12.6	10.8	9.4
30 000 – 34 999	14.3	12.8	12.3	7.6
35 000 – 39 999	10.7	11.8	10.6	6.5
40 000 – 44 999	9.3	9.7	8.6	4.7
45 000 – 49 999	5.9	8.3	5.5	3.6
50 000 – 54 999	4.6	5.6	5.0	3.1
55 000 – 59 999	2.3	1.6	2.8	1.7
60 000 – 64 999	1.7	1.7	2.0	1.3
65 000 – 69 999	1.0	1.3	1.4	0.8
70 000 – 74 999	0.8	0.6	0.8	1.1
75 000 and over	2.4	2.4	4.1	3.1
Total[2]	100.0	100.0	100.0	100.0
		(000s)		
Estimated numbers	984	397	2 922	1 704
		$		
Husband's average income	32 968	34 083	33 927	27 557
Family's average income	50 983	36 736	57 039	36 597

[1] Wife's participation during the year is determined by her reporting any earned income for that year.

[2] Figures may not add to total due to rounding.

Sources: Same as Table 9.

3

EDUCATION

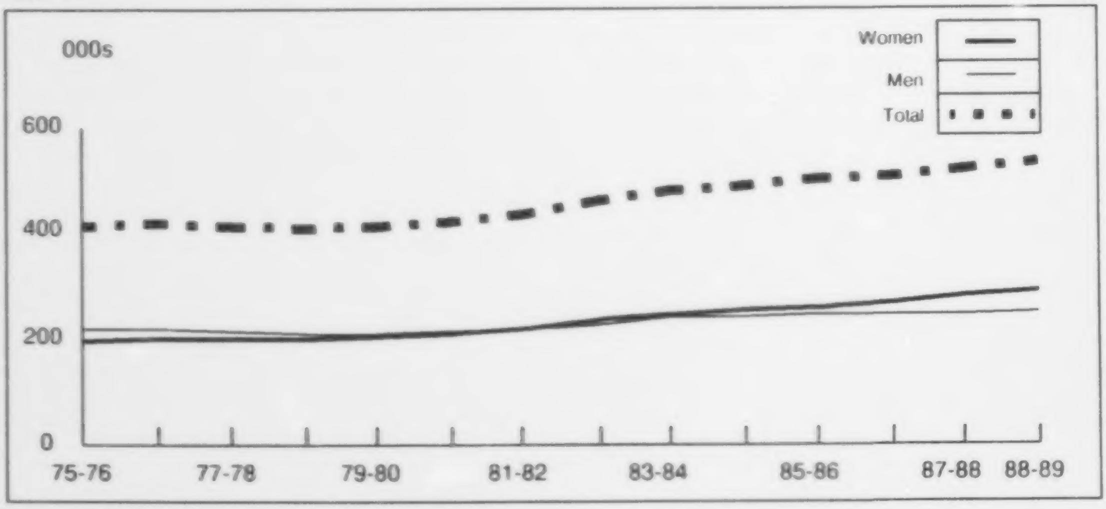
For more than a decade Canadian women have been making unprecedented progress in attaining undergraduate and graduate degrees and community college diplomas. However, women still form the majority of students in part-time programs and they continue to be concentrated in traditional areas of study.

This chapter highlights changes in women's enrolment and degree or diploma patterns for the years 1975-76 to 1988-89.

1. UNIVERSITY ENROLMENT AND DEGREES

- **Bachelor's and First Professional Degrees** - Between 1975-76 and 1988-89, total enrolment in bachelor's and first professional degree programs increased by 30.3 per cent, from 409 561 to 533 825. Women represented 77.3 per cent (96 052) of this growth. Consequently, women's share of total enrolment in these programs grew from 46.8 per cent in 1975-76 to 53.9 per cent in 1988-89. (See Table 1.) Figure 1 illustrates these enrolment trends.

Figure 1. Bachelor's and first professional degree enrolment by sex, Canada, 1975-76 to 1988-89



Source: Table 1

- Although women made up the greater part of students enrolled in bachelor's and first professional degree programs in 1988-89, this was in part a function of their over-representation in part-time programs, where they accounted for 63.7 per cent of all students.

- Women have been making inroads into full-time enrolment. In 1988-89 they made up over half (51.0 per cent) of all full-time enrolment in bachelor's and first professional degree studies up from 42.6 per cent in 1975-76. Also, between 1975-76 and 1988-89, women's full-time enrolment increased by 60.5 per cent, whereas their part-time enrolment increased by only 27.6 per cent. (See Table 2.)

- Table 3 illustrates that, in 1988-89, women enrolled in full-time undergraduate studies were underrepresented in only two major fields of study: engineering/applied sciences, where they made up 14.2 per cent of enrolment, and mathematical/physical sciences, where they made up 27.9 per cent of enrolment. This indicated little change from the previous two years but noticeable change from 1975-76.

- In 1988-89, women's part-time enrolment pattern by field of study was very similar to their full-time enrolment pattern. They were enrolled mainly in traditional areas of study such as social sciences, education, fine/applied arts, humanities, and the health professions. (See Table 4.)

- Between 1975 and 1988, the number of bachelor's and first professional degrees awarded to women grew from 35 850 to 55 733, an increase of 55.5 per cent. In contrast, the number of degrees awarded to men grew by only 7.0 per cent, from 44 904 to 48 042. As a result, women were awarded 53.7 per cent of all bachelor's degrees in 1988, up from 44.4 per cent in 1975. (See Table 5.)

- Table 6 shows that women continue to earn degrees in traditionally female areas of study such as education, fine/applied arts and the health professions. Moreover, women's share of degrees has increased in the social sciences and agricultural/biological sciences, from 35.3 per cent and 46.2 per cent respectively in 1975 to 52.7 per cent and 56.3 per cent in 1988.

- Although women received relatively few degrees in medicine, engineering/applied sciences and mathematics/physical sciences in 1988, their share of degrees in these fields has grown since 1975. The most substantial increase has been in medicine, where the percentage of degrees awarded to women rose from 24.3 per cent in 1975 to 40.5 per cent in 1988. This figure shows little change from 1986 and 1987.

- **Master's Degrees** - Table 7 indicates that the number of master's degrees awarded at Canadian universities has increased steadily over the last 13 years, from 11 068 in 1975 to 16 269 in 1988. In 1988, women received 44.9 per cent (7 307) of these degrees, up from 28.2 per cent in 1975.

- The number of master's degrees awarded to women grew dramatically, from 3 119 in 1975 to 7 307 in 1988, whereas the number of master's degrees received by men increased only marginally, from 7 949 in 1975 to 8 962 in 1988.

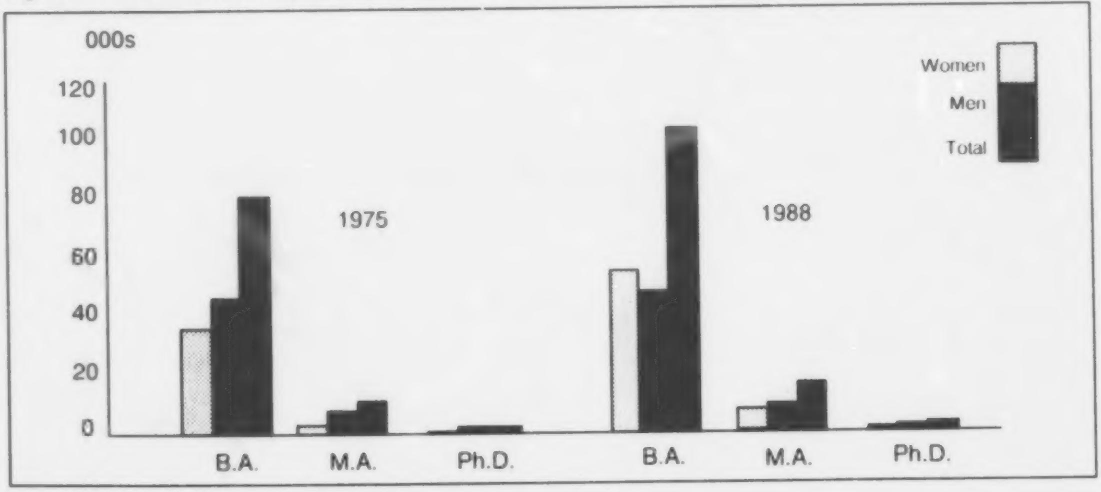
- In 1975, women predominated solely in the health professions, where they were awarded 51.2 per cent of master's degrees. (See Table 8.) By 1988, women had made substantial progress in all fields of study. In addition to the health professions, including medicine and nursing, women received over half of all degrees awarded in education (60.8 per cent), fine/applied arts (58.9 per cent), and the humanities (56.5 per cent). Also, between 1975 and 1988 the number of degrees received by women increased dramatically in male-dominated fields of study such as engineering/applied sciences (from 37 to 189 degrees), mathematics/applied sciences (from 107 to 267 degrees), and agricultural/biological sciences (from 131 to 342 degrees).

- **Doctoral Degrees** - Compared with bachelor's and first professional degrees and master's degrees, very few doctorates are awarded each year. A total of 2 415 doctoral degrees were awarded in 1988, up from 1 840 in 1975. Women received 738 or 30.6 per cent of all Ph.Ds in 1988. Furthermore, the number of Ph.Ds received by women more than doubled, from 296 in 1975 to 738 in 1988, whereas the number of degrees awarded to men increased only slightly, from 1 544 in 1975 to 1 677 in 1988. (See Table 9.)

- Education is the only field of study in which women were awarded the majority of doctoral degrees in 1988 (51.1 per cent). This represents a slight decrease from the previous year. However, between 1975 and 1988 the number of doctoral degrees granted to women increased in all fields of study. The most notable increases were in engineering/applied sciences, social sciences and agricultural/biological sciences. (See Table 10.)

- Figure 2 depicts the distribution of degrees awarded to women and men at the bachelor's, master's and doctoral levels for the years 1975 and 1988.

Figure 2. Bachelor's, master's and doctoral degrees granted by sex, Canada, 1975 and 1988



Source: Tables 5, 7, 9

2. COMMUNITY COLLEGE ENROLMENT AND DIPLOMAS

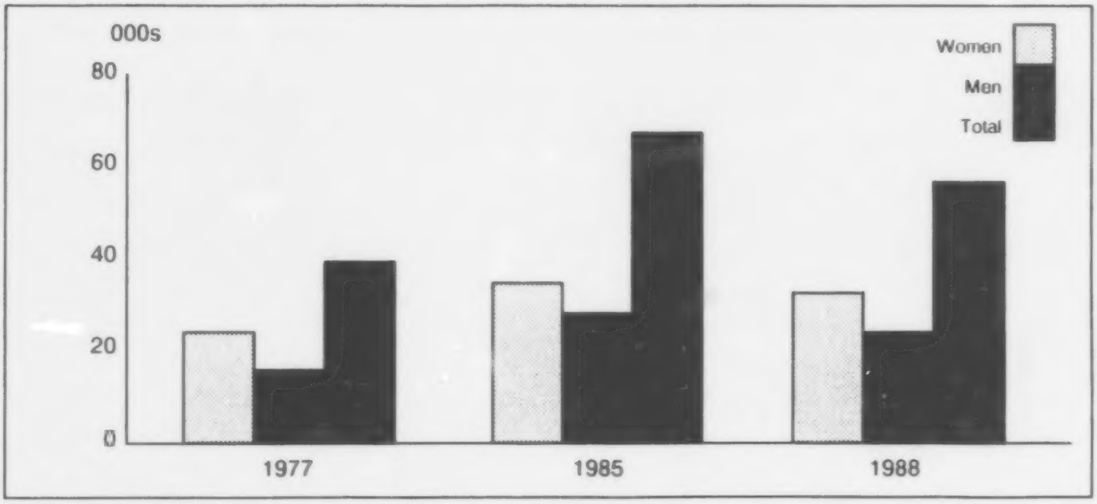
- In the academic year 1988-89, 216 612 students were enrolled full-time in community colleges, up from 158 796 in 1977-78. Women accounted for 54.6 per cent of full-time enrolment in 1988-89. (See Table 11).

- As in the undergraduate university programs, women continue to make up the greater part of students enrolled in traditional fields of study such as the arts, humanities, and health sciences. Nevertheless, as illustrated in Table 12, there was a decline in women's predominance in two of these three areas between 1977-78 and 1988-89.

  During the same period there was an increase in women's share of enrolment in various male-dominated fields of study. For example, in 1988-89 women accounted for 31.1 per cent of enrolment in natural sciences and primary industries, up from 25.1 per cent in 1977-88, and 15.5 per cent of enrolment in engineering and applied sciences, up from 12.8 per cent in 1977-88.

- Figure 3 and Table 13 illustrate that there was a growth in the total number of students graduating from community colleges between 1977 and 1985, and a decline from 1985 to 1988.

Figure 3. Community college graduates by sex, Canada, 1977, 1985 and 1988



Source: Table 13

- In 1988, 57 029 students graduated from community colleges, and women constituted 57.4 per cent of this total, a decrease from 60.6 per cent in 1977.

- Table 14 indicates that women generally graduated in traditional female fields of study in both 1977 and 1988.

Table 1. Bachelor's and first professional degree enrolment by sex, Canada, 1975-76 to 1988-89

Year	Women	Men	Total	Women as a percentage of total
1975-76	191 787	217 774	409 561	46.8
1976-77	198 749	216 854	415 603	47.8
1977-78	200 060	212 909	412 969	48.4
1978-79	198 472	207 259	405 731	48.9
1979-80	201 853	207 977	409 830	49.3
1980-81	209 414	212 099	421 513	49.7
1981-82	219 095	218 371	437 466	50.1
1982-83	231 084	229 931	461 015	50.1
1983-84	243 836	238 852	482 688	50.5
1984-85	250 611	240 259	490 870	51.1
1985-86	259 305	241 143	500 448	51.8
1986-87	266 165	240 922	507 087	52.5
1987-88	276 146	242 870	519 016	53.2
1988-89	287 839	245 986	533 825	53.9

Source: Based on Statistics Canada unpublished data.

Table 2. Bachelor's and first professional degree enrolment, by full-time and part-time status and sex, Canada, 1975-76 to 1988-89

Year	Women	Men	Total	Women as a percentage of total
		Full-time		
1975-76	131 000	176 445	307 445	42.6
1976-77	137 900	176 392	314 292	43.9
1977-78	139 329	173 087	312 416	44.6
1978-79	138 385	168 113	306 498	45.2
1979-80	141 065	168 430	309 495	45.6
1980-81	146 094	171 377	317 471	46.0
1981-82	154 910	177 104	332 014	46.7
1982-83	164 421	186 678	351 099	46.8
1983-84	176 065	194 918	370 983	47.5
1984-85	183 252	196 701	379 953	48.2
1985-86	188 578	197 240	385 818	48.9
1986-87	193 251	197 359	390 610	49.5
1987-88	200 935	199 245	400 180	50.2
1988-89	210 304	201 867	412 171	51.0
		Part-time		
1975-76	60 787	41 329	102 116	59.5
1976-77	60 849	40 462	101 311	60.1
1977-78	60 731	39 822	100 553	60.4
1978-79	60 087	39 146	99 233	60.6
1979-80	60 788	39 547	100 335	60.6
1980-81	63 320	40 722	104 042	60.9
1981-82	64 185	41 267	105 452	60.9
1982-83	66 663	43 253	109 916	60.6
1983-84	67 771	43 934	111 705	60.7
1984-85	67 359	43 558	110 917	60.7
1985-86	70 727	43 903	114 630	61.7
1986-87	72 914	43 563	116 477	62.6
1987-88	75 211	43 625	118 836	63.3
1988-89	77 535	44 119	121 654	63.7

Source: Same as for Table 1.

Table 3. Full-time bachelor's and first professional degree enrolment by field of study and sex, Canada, 1975-76, 1986-87, 1987-88 and 1988-89

Field of study	Women	Men	Total	Women as a percentage of total
		1975-76		
Education	26 557	15 497	42 054	63.1
Fine/applied arts	5 838	4 067	9 905	58.9
Humanities	13 123	11 570	24 693	53.1
Social sciences	25 583	48 417	74 000	34.6
Agriculture/ biological sciences	10 428	11 703	22 131	47.1
Engineering/ applied sciences	1 630	26 904	28 534	5.7
Health professions	11 593	9 264	20 857	55.6
Medicine	2 023	5 013	7 036	28.8
Nursing	5 318	139	5 457	97.5
Mathematics/ physical sciences	3 536	11 221	14 757	24.0
Total[1]	131 000	176 445	307 445	42.6
		1986-87		
Education	26 561	13 814	40 375	65.8
Fine/ applied arts	8 284	5 556	13 840	59.9
Humanities	20 028	13 467	33 495	59.8
Social sciences	61 355	60 733	122 088	50.3
Agriculture/ biological sciences	15 451	11 923	27 374	56.4
Engineering/ applied sciences	5 001	33 715	38 716	12.9
Health professions	15 758	8 229	23 987	65.7
Medicine	3 071	4 145	7 216	42.6
Nursing	6 416	279	6 695	92.6
Mathematics/ physical sciences	7 369	19 695	27 064	27.2
Total[1]	193 251	197 359	390 610	49.5

continued

Table 3 (continued). Full-time bachelor's and first professional degree enrolment by field of study and sex, Canada, 1975-76, 1986-87, 1987-88 and 1988-89

Field of study	Women	Men	Total	Women as a percentage of total
		1987-88		
Education	27 216	14 333	41 549	65.5
Fine/applied arts	8 465	5 561	14 026	60.4
Humanities	21 924	14 358	36 282	60.4
Social sciences	64 534	62 551	127 085	50.8
Agriculture/ biological sciences	15 919	12 287	28 206	56.4
Engineering/ applied sciences	5 100	32 953	38 053	13.4
Health professions	15 910	8 302	24 212	65.7
Medicine	3 115	4 048	7 163	43.5
Nursing	6 202	323	6 525	95.0
Mathematics/ physical sciences	7 014	18 147	25 161	27.9
Total[1]	200 935	199 245	400 180	50.2
		1988-89		
Education	27 780	14 638	42 418	65.5
Fine/applied arts	8 594	5 468	14 062	61.1
Humanities	23 679	15 230	38 909	60.9
Social sciences	68 569	64 394	132 963	51.6
Agriculture/ biological sciences	16 077	12 160	28 237	56.9
Engineering/ applied sciences	5 429	32 852	38 281	14.2
Health professions	16 272	8 287	24 559	66.3
Medicine	3 108	3 929	7 037	44.2
Nursing	6 335	343	6 678	94.9
Mathematics/ physical sciences	6 881	17 799	24 680	27.9
Total[1]	210 304	201 867	412 171	51.0

[1] Bachelor's, master's and Ph.D. enrolment tables have included in their totals: i) arts/science general, ii) other, and iii) not reported figures. See technical note 19.

Source: Same as Table 1.

Table 4. Part-time bachelor's and first professional degree enrolment by field of study and sex, Canada, 1975-76, 1986-87, 1987-88 and 1988-89

Field of study	Women	Men	Total	Women as a percentage of total
1975-76				
Education	13 892	5 847	19 739	70.4
Fine/applied arts	1 616	712	2 328	69.4
Humanities	5 138	2 893	8 031	64.0
Social sciences	9 375	13 028	22 403	41.8
Agriculture/ biological sciences	820	666	1 486	55.2
Engineering/ applied sciences	78	1 592	1 670	4.7
Health professions	964	141	1 105	87.2
Medicine	8	37	45	17.8
Nursing	637	26	663	96.1
Mathematics/ physical sciences	484	1 596	2 080	23.3
Total[1]	60 787	41 329	102 116	59.5
1986-87				
Education	12 114	4 416	16 530	73.3
Fine/applied arts	2 959	1 207	4 166	71.0
Humanities	7 393	3 318	10 711	69.0
Social sciences	20 936	15 880	36 816	56.9
Agriculture/ biological sciences	1 886	1 193	3 079	61.3
Engineering/ applied sciences	309	2 528	2 837	10.9
Health professions	4 504	515	5 019	89.7
Medicine	27	9	36	75.0
Nursing	4 019	176	4 195	95.8
Mathematics/ physical sciences	1 433	3 860	5 293	27.1
Total[1]	72 914	43 563	116 477	62.6

continued

Table 4 (continued). Part-time bachelor's and first professional degree enrolment by field of study, and sex, Canada, 1975-76, 1986-87, 1987-88 and 1988-89

Field of study	Women	Men	Total	Women as a percentage of total
1987-88				
Education	12 895	4 327	17 222	74.9
Fine/applied arts	2 990	1 304	4 294	69.6
Humanities	7 766	3 604	11 370	68.3
Social sciences	22 274	15 979	38 253	58.2
Agriculture/ biological sciences	1 924	1 178	3 102	62.0
Engineering/ applied sciences	353	2 766	3 119	11.3
Health professions	4 915	442	5 357	91.7
Medicine	23	15	38	60.5
Nursing	4 474	207	4 681	95.6
Mathematics/ physical sciences	1 367	3 801	5 168	26.5
Total[1]	75 211	43 625	118 836	63.3
1988-89				
Education	13 050	4 371	17 421	74.9
Fine/applied arts	3 033	1 282	4 315	70.3
Humanities	8 103	3 779	11 882	68.2
Social sciences	22 740	16 174	38 914	58.4
Agriculture/ biological sciences	1 917	1 222	3 139	61.1
Engineering/ applied sciences	352	2 665	3 017	11.7
Health professions	5 587	421	6 008	93.0
Medicine	14	17	31	45.2
Nursing	5 191	223	5 414	95.9
Mathematics/ physical sciences	1 421	3 710	5 131	27.7
Total[1]	77 535	44 119	121 654	63.7

[1] Bachelor's, master's and Ph.D enrolment tables have included in their totals: i) arts/science general, ii) other, and iii) not reported figures. See technical note 19.

Source: Same as Table 1.

Table 5. Bachelor's and first professional degrees granted by sex, Canada, 1975 to 1988

Year	Women	Men	Total	Women as a percentage of total
1975	35 850	44 904	80 754	44.4
1976	38 546	44 746	83 292	46.3
1977	41 635	45 721	87 356	47.7
1978	43 298	46 051	89 349	48.5
1979	42 885	44 353	87 238	49.2
1980	42 820	43 590	86 410	49.6
1981	42 711	42 215	84 926	50.3
1982	44 462	42 644	87 106	51.0
1983	45 818	43 952	89 770	51.0
1984	47 474	45 354	92 828	51.1
1985	50 611	46 958	97 569	51.9
1986	53 462	48 206	101 668	52.6
1987	54 664	48 406	103 070	53.0
1988	55 733	48 042	103 775	53.7

Source: Same as Table 1.

Table 6. Bachelor's and first professional degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1975		
Education	10 903	7 517	18 420	59.2
Fine/applied arts	1 336	876	2 212	60.4
Humanities	5 510	4 536	10 046	54.8
Social sciences	7 926	14 544	22 470	35.3
Agriculture/ biological sciences	2 322	2 703	5 025	46.2
Engineering/ applied sciences	128	4 681	4 809	2.7
Health professions	2 680	2 412	5 092	52.6
Medicine	436	1 357	1 793	24.3
Nursing	1 284	40	1 324	97.0
Mathematics/ physical sciences	883	3 174	4 057	21.8
Total[1]	35 850	44 904	80 754	44.4
		1986		
Education	11 154	4 732	15 886	70.2
Fine/applied arts	2 044	1 117	3 161	64.7
Humanities	6 364	3 970	10 334	61.6
Social sciences	18 230	17 497	35 727	51.0
Agriculture/ biological sciences	3 343	2 571	5 914	56.5
Engineering/ applied sciences	1 015	7 256	8 271	12.3
Health professions	4 581	2 082	6 663	68.8
Medicine	762	1 072	1 834	41.5
Nursing	2 186	76	2 262	96.6
Mathematics/ physical sciences	2 287	5 737	8 024	28.5
Total[1]	53 462	48 206	101 668	52.6

continued

Table 6 (continued). Bachelor's and first professional degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1987		
Education	11 318	4 822	16 140	70.1
Fine/applied arts	2 027	1 156	3 183	63.7
Humanities	6 883	4 113	10 996	62.6
Social sciences	18 899	17 593	36 492	51.8
Agriculture/ biological sciences	3 607	2 767	6 374	56.6
Engineering/ applied sciences	1 045	7 536	8 581	12.2
Health professions	4 863	2 097	6 960	69.9
Medicine	767	1 072	1 839	41.7
Nursing	2 387	98	2 485	96.1
Mathematics/ physical sciences	2 169	5 450	7 619	28.5
Total[1]	54 664	48 406	103 070	53.0
		1988		
Education	11 339	4 857	16 196	70.0
Fine/applied arts	2 324	1 235	3 559	65.3
Humanities	7 738	4 590	12 328	62.8
Social sciences	20 629	18 534	39 163	52.7
Agriculture/ biological sciences	4 061	3 149	7 210	56.3
Engineering/ applied sciences	1 003	6 989	7 992	12.6
Health professions	4 981	2 442	7 423	67.1
Medicine	770	1 132	1 902	40.5
Nursing	2 313	93	2 406	96.1
Mathematics/ physical sciences	2 019	5 210	7 229	27.9
Total[1]	55 733	48 042	103 775	53.7

[1] Total includes 'not reported.' See technical note 19.

Source: Same as for Table 1.

Table 7. Master's degrees granted by sex, Canada, 1975 to 1988

Year	Women	Men	Total	Women as a percentage of total
1975	3 119	7 949	11 068	28.2
1976	3 525	8 030	11 555	30.5
1977	3 877	8 498	12 375	31.3
1978	4 151	8 486	12 637	32.8
1979	4 448	7 903	12 351	36.0
1980	4 654	7 778	12 432	37.4
1981	5 055	7 848	12 903	39.2
1982	5 307	7 803	13 110	40.5
1983	5 682	8 243	13 925	40.8
1984	5 930	8 632	14 562	40.7
1985	6 381	8 806	15 187	42.0
1986	6 910	9 038	15 948	43.3
1987	7 202	8 776	15 978	45.1
1988	7 307	8 962	16 269	44.9

Source: Same as Table 1.

Table 8. Master's degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1975		
Education	670	1 491	2 161	31.0
Fine/applied arts	65	65	130	50.0
Humanities	972	1 154	2 126	45.7
Social sciences	976	3 082	4 058	24.1
Agriculture/ biological sciences	131	342	473	27.7
Engineering/ applied sciences	37	926	963	3.8
Health professions	155	148	303	51.2
Medicine	2	4	6	33.3
Nursing	52	3	55	94.5
Mathematics/ physical sciences	107	714	821	13.0
Total[1]	3 119	7 949	11 068	28.2
		1986		
Education	1 770	1 178	2 948	60.0
Fine/applied arts	174	144	318	54.7
Humanities	1 182	874	2 056	57.5
Social sciences	2 473	3 664	6 137	40.3
Agriculture/ biological sciences	357	446	803	44.5
Engineering/ applied sciences	183	1 533	1 716	10.7
Health professions	518	280	798	64.9
Medicine	3	4	7	42.9
Nursing	135	6	141	95.7
Mathematics/ physical sciences	242	908	1 150	21.0
Total[1]	6 910	9 038	15 948	43.3

continued

Table 8 (continued). Master's degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1987		
Education	1 903	1 191	3 094	61.5
Fine/applied arts	173	131	304	56.9
Humanities	1 224	912	2 136	57.3
Social sciences	2 507	3 516	6 023	41.6
Agriculture/ biological sciences	355	424	779	45.6
Engineering/ applied sciences	174	1 400	1 574	11.1
Health professions	587	311	898	65.4
Medicine	4	—	4	100.0
Nursing	161	3	164	98.2
Mathematics/ physical sciences	269	883	1 152	23.4
Total[1]	7 202	8 776	15 978	45.1
		1988		
Education	1 813	1 169	2 982	60.8
Fine/applied arts	206	144	350	58.9
Humanities	1 242	957	2 199	56.5
Social sciences	2 626	3 665	6 291	41.7
Agriculture/ biological sciences	342	449	791	43.2
Engineering/ applied sciences	189	1 380	1 569	12.0
Health professions	606	300	906	66.9
Medicine	4	2	6	66.7
Nursing	175	6	181	96.7
Mathematics/ physical sciences	267	893	1 160	23.0
Total[1]	7 307	8 962	16 269	44.9

[1] Total includes 'not reported.' See technical note 19.

— Data not available.

Source: Same as Table 1.

Table 9. Doctoral degrees granted by sex, Canada, 1975 to 1988

Year	Women	Men	Total	Women as a percentage of total
1975	296	1 544	1 840	16.1
1976	318	1 375	1 693	18.8
1977	306	1 396	1 702	18.0
1978	331	1 488	1 819	18.2
1979	369	1 434	1 803	20.5
1980	399	1 339	1 738	23.0
1981	439	1 377	1 816	24.2
1982	425	1 290	1 715	24.8
1983	451	1 370	1 821	24.8
1984	510	1 368	1 878	27.2
1985	528	1 473	2 001	26.4
1986	609	1 609	2 218	27.5
1987	682	1 702	2 384	28.6
1988	738	1 677	2 415	30.6

Source: Same as Table 1.

Table 10. Doctoral degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1975		
Education	50	122	172	29.1
Fine/applied arts	2	5	7	28.6
Humanities	68	220	288	23.6
Social sciences	65	292	357	18.2
Agriculture/ biological sciences	41	195	236	17.4
Engineering/ applied sciences	9	218	227	4.0
Health professions	25	97	122	20.5
Medicine	—	4	4	—
Nursing	—	—	—	—
Mathematics/ physical sciences	30	384	414	7.2
Total[1]	296	1 544	1 840	16.1
		1986		
Education	117	114	231	50.6
Fine/applied arts	6	8	14	42.9
Humanities	99	191	290	34.1
Social sciences	176	304	480	36.7
Agriculture/ biological sciences	66	215	281	23.5
Engineering/ applied sciences	9	287	296	3.0
Health professions	71	131	202	35.1
Medicine	—	—	—	—
Nursing	—	—	—	—
Mathematics/ physical sciences	61	349	410	14.9
Total[1]	609	1 609	2 218	27.5

continued

Table 10 (continued). Doctoral degrees granted by field of study and sex, Canada, 1975, 1986, 1987 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1987		
Education	129	117	246	52.4
Fine/applied arts	7	8	15	46.7
Humanities	115	180	295	39.0
Social sciences	184	282	466	39.5
Agriculture/ biological sciences	96	247	343	28.0
Engineering/ applied sciences	16	283	299	5.4
Health professions	72	163	235	30.6
Medicine	—	—	—	—
Nursing	—	—	—	—
Mathematics/ physical sciences	62	415	477	13.0
Total[1]	682	1 702	2 384	28.6
		1988		
Education	118	113	231	51.1
Fine/applied arts	5	8	13	38.5
Humanities	118	174	292	40.4
Social sciences	194	302	496	39.1
Agriculture/ biological sciences	110	213	323	34.1
Engineering/ applied sciences	30	320	350	8.6
Health professions	86	145	231	37.2
Medicine	2	2	4	50.0
Nursing	—	—	—	—
Mathematics/ physical sciences	71	394	465	15.3
Total[1]	738	1 677	2 415	30.6

[1] Total includes 'not reported.' See technical note 19.
— Data not available.

Source: Same as Table 1.

Table 11. Full-time community college enrolment by sex, Canada, 1977-78 to 1988-89

Year	Women	Men	Total	Women as a percentage of total
1977-78	84 387	74 409	158 796	53.1
1978-79	88 488	79 400	167 888	52.7
1979-80	92 182	82 760	174 942	52.7
1980-81	95 858	86 514	182 372	52.6
1981-82	100 760	89 819	190 579	52.9
1982-83	109 447	98 289	207 736	52.7
1983-84	115 633	106 721	222 354	52.0
1984-85	116 923	108 948	225 871	51.8
1985-86	116 247	107 928	224 175	51.9
1986-87	116 336	104 147	220 483	52.8
1987-88	117 389	100 691	218 080	53.8
1988-89	118 193	98 419	216 612	54.6

Source: Same as Table 1.

Table 12. Full-time community college enrolment by field of study and sex, Canada, 1977-78 to 1988-89

Field of study	Women	Men	Total	Women as a percentage of total
		1977-78		
Arts	7 907	6 806	14 713	53.7
Humanities	1 616	582	2 198	73.5
Health sciences	26 897	3 033	29 930	89.9
Nursing	20 301	901	21 202	95.8
Engineering and applied sciences	4 941	33 750	38 691	12.8
Natural science and primary industries	1 997	5 960	7 957	25.1
Social sciences and services	14 465	5 991	20 456	70.7
Business and commerce	25 060	17 292	42 352	59.2
Secretarial sciences	10 868	61	10 929	99.4
Total[1]	84 387	74 409	158 796	53.1
		1988-89		
Arts	11 888	8 721	20 609	57.7
Humanities	1 849	871	2 720	68.0
Health sciences	29 022	5 660	34 682	83.7
Nursing	21 259	2 555	23 814	89.3
Engineering and applied sciences	7 613	41 516	49 129	15.5
Natural science and primary industries	2 719	6 022	8 741	31.1
Social sciences and services	23 032	9 175	32 207	71.5
Business and commerce	39 090	24 397	63 487	61.6
Secretarial sciences	12 810	344	13 154	97.4
Total[1]	118 193	98 419	216 612	54.6

[1] Total includes 'arts and science.'

Source: Same as Table 1.

Table 13. Community college graduates by sex, Canada, 1977 to 1988

Year	Women	Men	Total	Women as a percentage of total
1977	24 052	15 653	39 705	60.6
1978	25 013	17 123	42 136	59.4
1979	26 376	18 104	44 480	59.3
1980	27 320	19 241	46 561	58.7
1981	28 321	20 373	48 694	58.2
1982	29 217	21 231	50 448	57.9
1983	30 116	22 474	52 590	57.3
1984	33 900	25 789	59 689	56.8
1985	33 619	26 986	60 605	55.5
1986	32 348	26 306	58 654	55.2
1987	33 238	25 383	58 621	56.7
1988	32 757	24 272	57 029	57.4

Source: Same as Table 1.

Table 14. Community college graduates by field of study and sex, Canada, 1977 and 1988

Field of study	Women	Men	Total	Women as a percentage of total
		1977		
Arts	1 522	1 229	2 751	55.3
Humanities	480	114	594	80.8
Health sciences	10 691	991	11 682	91.5
Nursing	8 071	313	8 384	96.3
Engineering and applied sciences	873	6 759	7 632	11.4
Natural science and primary industries	557	1 730	2 287	24.4
Social sciences and services	4 292	1 454	5 746	74.7
Business and commerce	5 413	3 187	8 600	62.9
Secretarial sciences	3 082	12	3 094	99.6
Total[1]	24 052	15 653	39 705	60.6
		1988		
Arts	2 684	1 994	4 678	57.4
Humanities	649	258	907	71.6
Health sciences	9 466	1 783	11 249	84.1
Nursing	6 778	686	7 464	90.8
Engineering and applied sciences	2 087	10 757	12 844	16.2
Natural science and primary industries	795	1 859	2 654	30.0
Social sciences and services	6 417	2 242	8 659	74.1
Business and commerce	10 432	5 239	15 671	66.6
Secretarial sciences	3 449	54	3 503	98.5
Total[1]	32 757	24 272	57 029	57.4

[1] Total includes 'arts and science.'

Source: Same as Table 1.

4

BENEFITS

Women generally receive lower benefits than men under programs such as unemployment insurance and Canada Pension Plan/Quebec Pension Plan (CPP/QPP). This is mainly a reflection of the fact that many women's labour force participation is interrupted for child-bearing and family responsibilities, as well as low earning levels due in part to their occupational segregation into low-paying service, clerical and sales jobs. These factors contribute to differences in women's and men's duration and level of contribution to benefit plans and therefore their eligibility and level of benefit. The following are highlights from the last few years.

1. UNEMPLOYMENT INSURANCE BENEFITS

- In 1989, a total of $11 528 036 000 in unemployment insurance benefits was paid to Canadian claimants. The average weekly benefit stood at $215.88. (See Table 1.)

- Although there was a drop in the number of weeks of benefits paid (from 58 064 000 in 1986 to 53 399 000 in 1989), total benefits increased from $10 513 557 000 in 1986 to $11 528 036 000 in 1989. This is due to the increase in average weekly benefits from $181.04 in 1986 to $215.88 in 1989.

2. MATERNITY BENEFITS UNDER THE UNEMPLOYMENT INSURANCE PROGRAM

- In 1989, a total of $632 282 000 in maternity benefits was paid to a total of 153 390 claimants with an average weekly benefit of $232.34. (See Tables 1 and 2.)

- Maternity benefits accounted for 5.5 per cent of all unemployment benefits in 1989, an increase from 4.5 per cent in 1986, 4.8 per cent in 1987, and 5.2 per cent in 1988. For the years 1986 through 1989, the number of initial maternity claims allowed represented just under 3 per cent of all women in the labour force.

3. CANADA AND QUEBEC PENSION PLANS

- **Canada Pension Plan** - Tables 3 and 4 provide a breakdown of CPP beneficiaries by sex, age and size of monthly pension for the years 1986 through 1989. There were 1 434 108 CPP beneficiaries in Canada in 1989, and 579 883 or 40.4 per cent of this total were women. This represented a steady increase from 1986, 1987 and 1988.

- In 1989, 69.5 per cent of all beneficiaries received monthly benefits of $200 or more, whereas only 16.1 per cent received benefits of less than $99.99 a month. However, in 1989 women made up only 29.3 per cent of the 996 145 CPP recipients receiving monthly pensions of $200 or more, whereas they made up 71.9 per cent of recipients receiving a monthly benefit of less than $99.99.

- Among the 65 to 69 year age group, only 56.5 per cent of women, compared with 90.9 per cent of men, received monthly pension benefits of $200 or more in 1989. Also, only 24.1 per cent of female recipients 80 years or older compared with 47.0 per cent of male recipients in that group received benefits of $200 or more in 1989.

- **Quebec Pension Plan** - Women accounted for 38.5 per cent (191 443) of the 496 894 QPP beneficiaries in 1988. They made up 37.7 per cent of total recipients in 1987 and 36.9 per cent of recipients in 1986. (See Table 5.)

- In 1988, 80.9 per cent of male beneficiaries were receiving monthly benefits of $200 and over, whereas only 43.2 per cent of female beneficiaries were receiving this amount. This disparity was also evident in the previous two years.

- By age group, 48.4 per cent of women between the ages of 65 and 69, 48.3 per cent of women between the ages of 70 and 74, and 46.3 per cent of women between the ages of 75 and 79 years received pensions of $200 or more a month in 1988. Among male beneficiaries, 88.6 per cent of men in the 65 to 69 age group and 87.8 per cent in the 60 to 64 age group received such monthly benefits. (See Table 6.)

4. PENSION PLANS*

- In 1987, 46.0 per cent of 10 million paid workers were covered by a pension plan, varying slightly from 46.1 per cent in 1986 and 47.1 per cent in 1984. (See Table 7). Figure 1 illustrates the number of paid workers covered by a pension plan for these years.

- Nearly 39 per cent (1 783 000) of women belonged to a pension plan in 1987, compared with 52.1 per cent (2 888 000) of men. These figures are not appreciably different from previous years.

- Figure 2 illustrates that there was a slight increase in women's share of total pension plan membership from 1984 to 1987.

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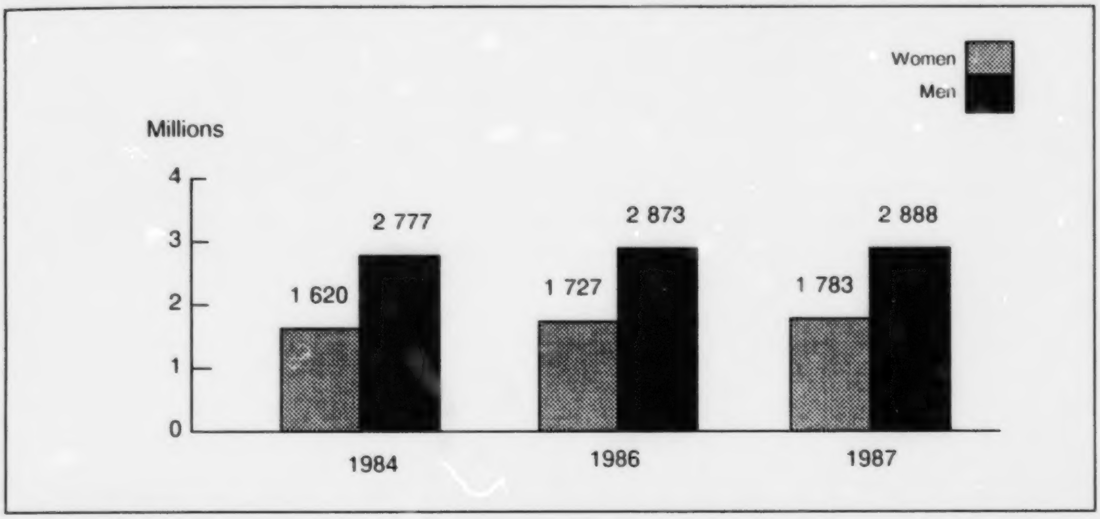
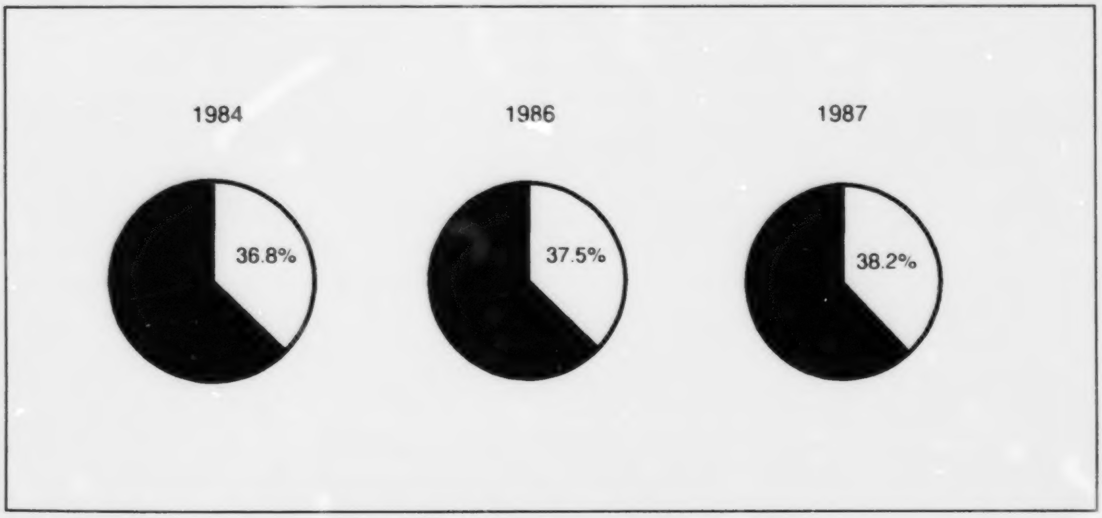
* In this section the term 'pension plan' refers to plans that are totally or partially paid by the employee. It excludes CPP/QPP, deferred profit sharing or personal saving plans for retirement.

Figure 1. Pension plan coverage of paid workers by sex, Canada, December 1984, 1986 and 1987



Source: Table 7

Figure 2. Women as a percentage of total pension plan members, Canada, December 1984, 1986 and 1987



Source: Table 7

- Over 52 per cent of all paid workers employed full-time in 1987 belonged to a pension plan, whereas only 14.2 per cent of part-time* employees had such coverage. In 1987, 56.4 per cent of men employed full-time belonged to a pension plan, compared with only 47.4 per cent of women employed full-time. However, of those employed part-time, women were more likely to be covered by a pension plan than were their male counterparts (16.0 per cent versus 9.7 per cent respectively).

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* See technical note 28

- Between 1984 and 1987, the percentage of paid workers who belonged to pension plans decreased in full-time employment and increased in part-time employment. (See Table 7.)

- Table 7 further illustrates that, although women made up 80.2 per cent of total pension plan membership in part-time employment in 1987, they accounted for only 38.2 per cent of total pension plan membership in full-time employment. These figures show little change from previous years.

- In 1987, women accounted for 46.6 per cent and 44.1 per cent of all pension plan members in Prince Edward Island and Manitoba respectively, whereas they made up only 36.8 per cent of all pension plan members in British Columbia. (See Table 8 for a comparison of 1984 and 1986 data.)

- By industry, 78.9 per cent of all workers in public administration were pension plan members, whereas only 6.8 per cent of those in agriculture and 26.1 per cent of those in trade were pension plan members in 1987. Both women and men were more likely to be pension plan members if they were employed in public administration (where 70.9 per cent of women and 83.9 per cent of men were covered by a pension plan) than in any other industrial group. (See Table 9.)

- Table 10 shows pension plan breakdown by occupational group for the years 1984, 1986 and 1987. In 1987, both female and male paid workers were more likely to be covered by a pension plan if they were employed in teaching (with 67.6 per cent of women and 83.0 per cent of men having such coverage) than in any other occupation. This was consistent with past years.

- In 1984, 1986 and 1987 women continued to form the majority of pension plan membership in medicine, clerical, teaching and social science occupations. (See Table 10.)

Table 1. Unemployment insurance benefit payment activities by type of benefit, Canada, 1986, 1987, 1988 and 1989

Type of benefit	Benefit payment	Weeks of benefit	Average weekly benefit
	$000	(000s)	$
		1986	
Regular	9 200 882	51 506	178.81
Sickness	242 065	1 235	195.99
Maternity	472 547	2 396	197.22
Adoption	4 146	18	230.57
Retirement	21 802	93	233.94
Fishing	208 515	841	247.85
Training	236 933	1 333	177.80
Work sharing	21 653	324	66.84
Job creation	96 014	317	302.86
Total[1]	10 513 557	58 064	181.04
		1987	
Regular	9 076 420	48 441	187.37
Sickness	278 693	1 346	207.11
Maternity	506 154	2 438	207.59
Adoption	4 637	19	243.83
Retirement	23 110	93	247.92
Fishing	223 321	818	272.93
Training	223 776	1 188	188.40
Work sharing	16 979	249	68.21
Job creation	87 619	283	309.52
Total[1]	10 440 709	54 875	190.26

continued

Table 1 (continued). Unemployment insurance benefit payment activities by type of benefit, Canada, 1986, 1987, 1988 and 1989

Type of benefit	Benefit payment	Weeks of benefit	Average weekly benefit
	$000	(000s)	$
		1988	
Regular	9 309 381	46 696	199.36
Sickness	325 159	1 498	217.01
Maternity	566 663	2 590	218.80
Adoption	4 720	18	259.65
Retirement	19 190	73	261.40
Fishing	270 062	904	298.76
Training	238 219	1 196	199.21
Work sharing	16 828	241	69.72
Job creation	102 178	310	329.52
Total[1]	10 852 400	53 527	202.75
		1989	
Regular	9 846 725	46 277	212.78
Sickness	356 501	1 563	228.02
Maternity	632 282	2 721	232.34
Adoption	4 827	17	275.59
Retirement	26 046	94	276.24
Fishing	269 647	860	313.28
Training	269 040	1 269	211.89
Work sharing	21 138	302	69.94
Job creation	101 829	293	347.52
Total[1]	11 528 036	53 399	215.88

[1] Figures may not add to total due to rounding.

Sources: Statistics Canada, Labour Division, Unemployment Insurance Statistics Section, *Unemployment Insurance Statistics*, Annual Supplement to 73-001 Monthly, 1989, Ottawa, July 1989. Cat. No. 73-202S.

Table 2. Maternity benefits paid and claims allowed under the Unemployment Insurance Program, Canada, 1986 to 1989

Item	1986	1987	1988	1989
Total benefits	$10 513 557 000	$10 440 709 000	$10 852 400 000	$11 528 036 000
Maternity benefits	$472 547 000	$506 154 000	$566 663 000	$632 282 000
Maternity benefits as a percentage of total benefits	4.5%	4.8%	5.2%	5.5%
Initial number of claims allowed maternity benefits	137 180	140 200	147 280	153 390
Population of women, aged 15 and over in the employed labour force	4 964 000	5 152 000	5 368 000	5 508 000
Initial claims allowed as a percentage of women aged 15 and older in employed labour force	2.8%	2.7%	2.7%	2.8%

Sources: Statistics Canada, Labour Division, Unemployment Insurance Statistics Section, *Unemployment Insurance Statistics*, Annual Supplement to 73-001 Monthly, 1989, Ottawa, July 1989, Cat. No. 73-202S.

Statistics Canada, Labour Division, Unemployment Insurance Statistics Section, *Unemployment Insurance Statistics*, December 1989, Ottawa, March 1990, Cat. No. 73-001. Monthly.

Statistics Canada, Household Surveys Division, *Labour Force Annual Averages 1981-88*, Ottawa, March 1989, Cat. No. 71-529. Occasional.

Statistics Canada, Household Surveys Division, *The Labour Force*, December 1989 Ottawa, January 1990, Cat. No. 71-001. Monthly.

Table 3. Distribution of Canada Pension Plan (CPP) retirement pension beneficiaries by size of pension, age and sex, Canada, December 1986, 1987, 1988 and 1989

Size of monthly pension	65-69 years		70-74 years		75-79 years		80 + years		Total		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Both sexes
1986											
Less than $99.99	55 254	14 115	37 830	13 155	27 816	16 291	28 603	37 276	149 503	80 837	230 340
$99.99 – $199.99	41 024	20 103	31 995	22 193	24 370	29 282	14 538	38 363	111 927	109 941	221 868
$200 and over	99 870	263 336	68 094	193 106	28 148	97 656	3 255	16 376	199 367	570 474	769 841
Total	196 148	297 554	137 919	228 454	80 334	143 229	46 396	92 015	460 797	761 252	1 222 049
1987											
Less than $99.99	58 168	14 078	39 076	12 221	27 227	13 335	30 436	34 687	154 907	74 321	229 228
$99.99 – $199.99	41 852	18 501	32 169	19 546	24 124	23 926	17 953	39 292	116 098	101 265	217 363
$200 and over	112 558	279 200	74 314	198 929	36 946	113 546	6 708	28 534	230 526	620 209	850 735
Total	212 578	311 779	145 559	230 696	88 297	150 807	55 097	102 513	501 531	795 795	1 297 326
1988											
Less than $99.99	59 330	14 102	41 877	12 019	27 657	11 454	32 319	31 679	161 183	69 254	230 437
$99.99 – $199.99	41 718	16 801	32 273	17 580	24 032	19 802	20 848	38 754	118 871	92 937	211 808
$200 and over	123 465	291 963	80 652	202 279	45 708	126 478	11 918	43 217	261 743	663 937	925 680
Total	224 513	322 866	154 802	231 878	97 397	157 734	65 085	113 650	541 797	826 128	1 367 925
1989											
Less than $99.99	60 412	14 284	43 340	11 735	28 471	10 259	33 571	28 534	165 794	64 812	230 606
$99.99 – $199.99	41 911	15 818	32 215	15 659	24 218	17 019	23 458	37 059	121 802	85 555	207 357
$200 and over	133 146	302 151	86 156	204 525	54 854	138 952	18 131	58 230	292 287	703 858	996 145
Total	235 469	332 253	161 711	231 919	107 543	166 230	75 160	123 823	579 883	854 225	1 434 108

Sources: Health and Welfare Canada, Income Security Programs Branch, *Canada Pension Plan Statistical Bulletin*, December 1986. Vol. 18, No. 4.

Health and Welfare Canada, Income Security Programs Branch, *The Income Security Programs Monthly Statistics*, December 1987.

Health and Welfare Canada, 1988 and 1989, unpublished data.

Table 4. Percentage distribution of Canada Pension Plan (CPP) retirement pension beneficiaries by size of pension, age and sex, Canada, December 1986, 1987, 1988 and 1989

Size of monthly pension	65-69 years		70-74 years		75-79 years		80 + years		Total[1]		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Both sexes
					%						
					1986						
Less than $99.99	28.2	4.7	27.4	5.8	34.6	11.4	61.6	40.5	32.4	10.6	18.8
$99.99 – $199.99	20.9	6.8	23.2	9.7	30.3	20.4	31.3	41.7	24.3	14.4	18.2
$200 and over	50.9	88.5	49.4	84.5	35.0	68.2	7.0	17.8	43.3	74.9	63.0
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	42.6	39.1	29.9	30.0	17.4	18.8	10.1	12.1	100.0	100.0	
					1987						
Less than $99.99	27.4	4.5	26.8	5.3	30.8	8.8	55.2	33.8	30.9	9.3	17.7
$99.99 – $199.99	19.7	5.9	22.1	8.5	27.3	15.9	32.6	38.3	23.1	12.7	16.8
$200 and over	52.9	89.6	51.1	86.2	41.8	75.3	12.2	27.8	46.0	77.9	65.6
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	42.4	39.2	29.0	29.0	17.6	19.0	11.0	12.9	100.0	100.0	
					1988						
Less than $99.99	26.4	4.4	27.1	5.2	28.4	7.3	49.7	27.9	29.7	8.4	16.8
$99.99 – $199.99	18.6	5.2	20.8	7.6	24.7	12.6	32.0	34.1	21.9	11.2	15.5
$200 and over	55.0	90.4	52.1	87.2	46.9	80.2	18.3	38.0	48.3	80.4	67.7
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	41.4	39.1	28.6	28.1	18.0	19.1	12.0	13.8	100.0	100.0	
					1989						
Less than $99.99	25.7	4.3	26.8	5.1	26.5	6.2	44.7	23.0	28.6	7.6	16.1
$99.99 – $199.99	17.8	4.8	19.9	6.8	22.5	10.2	31.2	29.9	21.0	10.0	14.5
$200 and over	56.5	90.9	53.3	88.2	51.0	83.6	24.1	47.0	50.4	82.4	69.5
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	40.6	38.9	27.9	27.1	18.5	19.5	13.0	14.5	100.0	100.0	

[1] Figures may not add to total due to rounding.

Source: Calculations based on figures in Table 3.

Table 5. Distribution of Quebec Pension Plan (QPP) retirement pension beneficiaries by size of pension, age and sex, Canada, 1986, 1987 and 1988

Size of monthly pension	60-64 years		65-69 years		70-74 years		75-79 years		80 + years		Total		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Both Sexes
						1986							
Less than $80	13 128	1 728	16 095	4 463	10 020	4 039	6 068	3 985	5 524	7 634	50 835	21 858	72 693
$80 – $199.99	10 621	4 483	13 773	9 343	10 177	9 462	7 647	9 923	4 831	12 502	47 049	45 713	92 762
$200 and over	11 121	32 633	25 003	82 717	17 316	57 331	7 543	29 048	1 098	4 741	62 081	206 470	268 551
Total	34 870	38 844	54 871	96 523	37 513	70 832	21 258	42 956	11 453	24 886	159 965	274 041	434 006
						1987							
Less than $80	14 203	1 767	16 851	4 170	10 856	3 846	6 122	3 431	5 939	7 173	53 971	20 387	74 358
$80 – $199.99	11 648	4 473	14 422	8 577	10 331	8 398	7 616	8 666	5 768	12 681	49 785	42 795	92 580
$200 and over	13 372	37 462	28 018	88 330	19 037	60 038	9 761	33 129	1 978	8 340	72 166	227 299	299 465
Total	39 223	43 702	59 291	101 077	40 224	72 282	23 499	45 226	13 685	28 194	175 922	290 481	466 403
						1988							
Less than $99.99	17 397	2 213	20 496	4 937	13 780	4 801	7 636	4 005	7 483	8 366	66 792	24 322	91 114
$100 – $199.99	9 887	3 666	12 147	6 945	8 523	6 504	6 201	6 518	5 179	10 357	41 937	33 990	75 927
$200 and over	15 953	42 404	30 674	92 662	20 814	62 674	11 919	37 073	3 354	12 326	82 714	247 139	329 853
Total	43 237	48 283	63 317	104 544	43 117	73 979	25 756	47 596	16 016	31 049	191 443	305 451	496 894

Sources: Régime de Rentes du Québec, Allocations familiales du Québec, *Statistiques 1986*.

Régime de Rentes du Québec, Allocations familiales du Québec. *Statistiques 1987*.

Régime de Rentes du Québec, Allocations familiales du Québec, *Statistiques 1988*.

Table 6. Percentage distribution of Quebec Pension Plan (QPP) retirement pension beneficiaries by size of pension, age and sex, Canada, 1986, 1987 and 1988

Size of monthly pension	60-64 years		65-69 years		70-74 years		75-79 years		80 + years		Total[1]		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Both Sexes
						%							
						1986							
Less than $80	37.6	4.4	29.3	4.6	26.7	5.7	28.5	9.3	48.2	30.7	31.8	8.0	16.7
$80 – $199.99	30.5	11.5	25.1	9.7	27.1	13.4	36.0	23.1	42.2	50.2	29.4	16.7	21.4
$200 and over	31.9	84.0	45.6	85.7	46.2	80.9	35.5	67.6	9.6	19.1	38.8	75.3	61.9
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	21.8	14.2	34.3	35.2	23.5	25.8	13.3	15.7	7.2	9.1	100.0	100.0	
						1987							
Less than $80	36.2	4.0	28.4	4.1	27.0	5.3	26.1	7.6	43.4	25.4	30.7	7.0	15.9
$80 – $199.99	29.7	10.2	24.3	8.5	25.7	11.6	32.4	19.2	42.1	45.0	28.3	14.7	19.8
$200 and over	34.1	85.7	47.3	87.4	47.3	83.1	41.5	73.3	14.5	29.6	41.0	78.2	64.2
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	22.3	15.0	33.7	34.8	22.9	24.9	13.4	15.6	7.8	9.7	100.0	100.0	
						1988							
Less than $99.99	40.2	4.6	32.4	4.7	32.0	6.5	29.6	8.4	46.7	26.9	34.9	8.0	18.3
$100 – $199.99	22.9	7.6	19.2	6.6	19.8	8.8	24.1	13.7	32.3	33.4	21.9	11.1	15.3
$200 and over	36.9	87.8	48.4	88.6	48.3	84.7	46.3	77.9	20.9	39.7	43.2	80.9	66.4
Total[1]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distribution by age group	22.6	15.8	33.1	34.2	22.5	24.2	13.5	15.6	8.4	10.2	100.0	100.0	

[1] Figures may not add to total due to rounding.

Source: Calculations based on figures in Table 5.

Table 7. Pension plan coverage of paid workers by full-time and part-time employment and sex, Canada, December 1984, 1986 and 1987

Employment	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1984					
Full-time	3 095	4 701	7 796	1 490	2 747	4 237	48.2	58.4	54.4	35.2
Part-time	1 091	447	1 538	130	31	160	11.9	6.8	10.4	80.9
Total[1]	4 186	5 148	9 334	1 620	2 777	4 397	38.7	53.9	47.1	36.8
					1986					
Full-time	3 193	4 979	8 172	1 514	2 821	4 335	47.4	56.7	53.0	34.9
Part-time	1 274	523	1 797	213	52	265	16.7	10.0	14.8	80.1
Total[1]	4 468	5 502	9 970	1 727	2 873	4 600	38.7	52.2	46.1	37.5
					1987					
Full-time	3 331	5 029	8 360	1 580	2 838	4 417	47.4	56.4	52.8	35.8
Part-time	1 273	514	1 788	204	50	254	16.0	9.7	14.2	80.2
Total[1]	4 604	5 543	10 148	1 783	2 888	4 671	38.7	52.1	46.0	38.2

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.

Sources: Statistics Canada, Special Surveys Division, Survey of Union Membership, 1984, unpublished data.
Statistics Canada, Special Surveys Division, Labour Market Activity Survey, 1986 and 1987, unpublished data.

Table 8. Pension plan coverage of paid workers by province and sex, Canada, December 1984, 1986 and 1987

Province	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1984					
Newfoundland	57	83	140	23	47	70	39.9	56.4	49.7	33.0
Prince Edward Island	18	19	36	6	9	15	34.6	45.8	40.3	42.1
Nova Scotia	126	158	284	47	83	130	37.1	52.4	45.6	36.1
New Brunswick	89	115	205	32	64	96	36.2	55.5	47.1	33.6
Quebec	1 002	1 334	2 335	410	682	1 092	40.9	51.2	46.7	37.5
Ontario	1 688	2 029	3 717	631	1 116	1 748	37.4	55.0	47.0	36.1
Manitoba	184	207	391	69	119	188	37.6	57.6	48.2	36.8
Saskatchewan	152	159	311	65	89	153	42.5	55.7	49.3	42.2
Alberta	425	490	914	170	252	422	40.0	51.5	46.2	40.2
British Columbia	444	556	1 000	167	317	484	37.7	56.9	48.4	34.6
Canada[1]	4 186	5 148	9 334	1 620	2 777	4 397	38.7	53.9	47.1	36.8
					1986					
Newfoundland	67	84	151	30	44	74	45.3	52.4	49.3	41.0
Prince Edward Island	18	20	38	7	8	15	38.3	39.6	39.0	47.2
Nova Scotia	133	163	296	46	85	131	34.7	52.4	44.5	35.1
New Brunswick	103	131	234	39	67	106	37.9	51.3	45.4	36.8
Quebec	1 090	1 397	2 488	432	716	1 148	39.7	51.2	46.2	37.7
Ontario	1 789	2 225	4 014	677	1 183	1 860	37.8	53.2	46.3	36.4
Manitoba	201	213	414	89	112	201	44.2	52.6	48.5	44.2
Saskatchewan	158	171	329	62	88	150	39.5	51.3	45.7	41.6
Alberta	446	508	954	172	258	430	38.5	50.7	45.0	40.0
British Columbia	462	591	1 053	172	312	484	37.3	52.8	46.0	35.5
Canada[1]	4 468	5 502	9 970	1 727	2 873	4 600	38.7	52.2	46.1	37.5

continued

Table 8 (continued). Pension plan coverage of paid workers by province and sex, Canada, December 1984, 1986 and 1987

Province	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1987					
Newfoundland	68	85	152	29	42	71	42.5	49.6	46.5	40.7
Prince Edward Island	19	20	39	8	9	16	39.8	43.4	41.6	46.6
Nova Scotia	136	166	303	52	82	134	38.4	49.1	44.2	39.0
New Brunswick	104	130	233	41	68	109	39.5	52.7	46.9	37.4
Quebec	1 090	1 399	2 489	437	723	1 160	40.1	51.7	46.6	37.6
Ontario	1 877	2 229	4 106	711	1 189	1 900	37.9	53.3	46.3	37.4
Manitoba	201	212	413	89	113	202	44.4	53.4	49.0	44.1
Saskatchewan	157	175	333	65	90	156	41.5	51.5	46.8	42.0
Alberta	449	519	968	175	267	442	38.9	51.4	45.6	39.6
British Columbia	504	607	1 111	177	304	481	35.1	50.0	43.3	36.8
Canada[1]	4 604	5 543	10 148	1 783	2 888	4 671	38.7	52.1	46.0	38.2

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Calculations are based on unrounded numbers. See technical note 9.

Sources: Same as Table 7.

Table 9. Pension plan coverage of paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1984[3]					
Goods-producing industries	627	1 987	2 614	233	1 088	1 324	37.1	54.8	50.6	17.6
Agriculture	34	56	89	.	.	5	.	.	5.9	.
Forestry, fishing and trapping	4	60	63	.	22	23	.	37.3	36.9	.
Mines, quarries and oil wells	26	157	182	17	104	121	64.8	66.4	66.2	13.8
Manufacturing	526	1 378	1 904	208	823	1 031	39.5	59.7	54.2	20.2
Construction	38	337	375	5	138	143	12.1	41.1	38.1	3.2
Service-producing industries	3 559	3 161	6 720	1 387	1 686	3 074	39.0	53.3	45.7	45.1
Transportation, communications and other utilities	186	585	771	114	428	542	61.5	73.2	70.4	21.0
Trade	783	829	1 613	138	249	387	17.6	30.1	24.0	35.6
Finance, insurance and real estate	338	181	519	172	111	284	51.0	61.4	54.6	60.8
Community, business, personal and miscellaneous services	1 942	1 102	3 044	740	503	1 243	38.1	45.6	40.8	59.5
Public administration	310	464	773	223	395	618	72.0	85.1	79.9	36.1
Total industries[1]	4 186	5 148	9 334	1 620	2 777	4 397	38.7	53.9	47.1	36.8

continued

Table 9 (continued). Pension plan coverage of paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1986					
Goods-producing industries	664	2 031	2 695	219	1 087	1 305	33.0	53.5	48.4	16.8
Agriculture	41	77	118	*	4	6	*	5.7	5.1	*
Forestry, fishing and trapping	7	61	68	*	19	20	*	31.4	28.9	*
Mines, quarries and oil wells	24	147	171	15	108	123	63.3	73.4	72.0	12.2
Manufacturing	540	1 360	1 900	192	831	1 023	35.5	61.1	53.8	18.8
Construction	51	386	437	10	124	134	18.9	32.1	30.6	7.3
Service-producing industries	3 804	3 471	7 275	1 508	1 787	3 295	39.7	51.5	45.3	45.8
Transportation, communication and other utilities	203	608	811	123	437	560	60.7	71.9	69.1	22.0
Trade	795	966	1 761	165	295	460	20.7	30.6	26.1	35.8
Finance, insurance and real estate	367	225	592	186	120	306	50.6	53.5	51.7	60.7
Community, business, personal and miscellaneous services	2 121	1 168	3 289	804	515	1 319	37.9	44.1	40.1	61.0
Public administration	318	505	822	230	419	649	72.4	83.1	79.0	35.4
Total industries[1]	4 468	5 502	9 970	1 727	2 873	4 600	38.7	52.2	46.1	37.5

continued

Table 9 (continued). Pension plan coverage of paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1987					
Goods-producing industries	689	2 074	2 763	228	1 095	1 323	33.0	52.8	47.9	17.2
Agriculture	50	72	122	*	5	8	*	6.9	6.8	*
Forestry, fishing and trapping	8	60	68	*	19	21	*	31.5	30.6	*
Mines, quarries and oil wells	25	151	176	13	105	118	51.0	69.6	67.0	11.0
Manufacturing	551	1 361	1 912	202	812	1 014	36.7	59.7	53.0	20.0
Construction	54	430	484	7	154	161	12.9	35.9	33.3	4.3
Service-producing industries	3 915	3 470	7 385	1 555	1 793	3 348	39.7	51.7	45.3	46.5
Transportation, communication and other utilities	216	595	811	132	427	560	61.2	71.8	69.0	23.6
Trade	830	932	1 761	163	296	459	19.6	31.8	26.1	35.4
Finance, insurance and real estate	384	229	613	195	121	316	50.8	53.0	51.6	61.7
Community, business, personal and miscellaneous services	2 170	1 211	3 381	842	525	1 367	38.8	43.4	40.4	61.6
Public administration	316	503	819	224	422	646	70.9	83.9	78.9	34.6
Total industries[1]	4 604	5 543	10 148	1 783	2 888	4 671	38.7	52.1	46.0	38.2

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from unrounded numbers. See technical note 9.

[3] Figures for 1986 and 1987 are based on the 1980 SIC, figures for 1984 are based on the 1970 SIC but have been regrouped under 1980 SIC labels.

* Sample inadequate for reliable estimate.

Sources: Same as Table 7.

Table 10. Pension plan coverage of paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total[1]	
		(000s)			(000s)			%		%
					1984[3]					
Managerial and administrative	341	672	1 013	173	454	627	50.6	67.6	61.9	27.5
Natural sciences	62	300	362	41	203	244	66.2	67.7	67.4	16.8
Social sciences	87	62	148	54	40	94	61.9	65.6	63.4	57.1
Religion	4	21	25	*	10	11	*	48.2	43.8	*
Teaching	277	219	496	199	177	376	72.1	80.9	76.0	53.0
Medicine	438	85	523	239	60	299	54.6	70.8	57.2	80.0
Artistic and recreational	58	80	138	18	26	44	31.6	32.2	31.9	41.8
Clerical	1 428	380	1 807	574	218	793	40.2	57.5	43.8	72.5
Sales	388	333	721	60	123	183	15.5	37.1	25.5	32.7
Service	638	598	1 281	121	226	348	17.8	37.8	27.1	34.9
Farming	23	62	85	*	9	11	*	14.5	12.6	*
Fishing	*	6	6	*	*	*	*	*	*	*
Forestry	*	49	49	*	19	19	*	38.3	38.2	*
Mining	*	59	60	*	38	38	*	63.9	63.7	*
Processing	70	300	370	24	181	205	34.0	60.3	55.3	11.7
Machining	18	204	222	12	109	121	63.0	53.6	54.3	9.6
Fabricating	199	668	866	68	337	405	34.4	50.5	46.8	16.9
Construction	*	443	446	*	246	248	*	55.6	55.6	*
Transportation	28	313	341	5	149	154	19.5	47.5	45.3	3.5
Materials handling	53	185	238	16	77	94	30.9	41.9	39.4	17.6
Other crafts	24	112	136	9	73	82	39.7	65.2	60.8	11.4
Total occupations[1]	4 186	5 148	9 334	1 620	2 777	4 397	38.7	53.9	47.1	36.8

continued

Table 10 (continued). Pension plan coverage of paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total[1]	
		(000s)			(000s)			%		%
					1986					
Managerial and administrative	462	800	1 261	225	501	726	48.8	62.6	57.6	31.0
Natural sciences	74	309	383	45	206	251	60.6	66.9	65.7	17.9
Social sciences	97	69	166	54	43	97	55.7	62.0	58.3	55.7
Religion	4	19	23	*	11	12	*	54.7	49.8	*
Teaching	325	206	531	211	168	380	65.0	81.7	71.5	55.5
Medicine	442	78	521	244	43	288	55.3	55.2	55.2	84.7
Artistic and recreational	64	91	155	18	42	60	27.9	46.4	38.8	30.0
Clerical	1 460	385	1 845	604	227	831	41.4	59.0	45.1	72.6
Sales	408	442	850	70	131	201	17.2	29.6	23.6	34.8
Service	690	608	1 299	130	230	361	18.9	37.9	27.8	36.0
Farming	28	86	114	*	9	11	*	10.6	9.5	*
Fishing	*	8	9	—	*	*	—	*	*	—
Forestry	*	40	41	—	14	14	—	34.6	33.6	—
Mining	*	49	49	*	33	33	*	67.5	67.3	*
Processing	71	269	340	18	170	188	25.1	63.3	55.3	9.6
Machining	19	226	245	8	118	126	41.4	52.3	51.4	6.3
Fabricating	202	674	876	54	362	416	26.9	53.6	47.5	13.0
Construction	8	469	477	4	225	229	51.0	48.0	48.0	1.7
Transportation	28	354	382	7	168	175	25.9	47.5	45.9	4.0
Materials handling	51	203	253	21	93	114	41.0	46.2	45.1	18.4
Other crafts	31	115	146	9	77	86	30.6	66.5	58.9	11.6
Total occupations[1]	4 468	5 502	9 970	1 727	2 873	4 600	38.7	52.2	46.1	37.5

continued

Table 10 (continued). Pension plan coverage of paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Pension plan members			Pension plan members as a percentage of paid workers[2]			Women as a percentage of total pension plan members[2]
	Women	Men	Total[1]	Women	Men	Total[1]	Women	Men	Total	
		(000s)			(000s)			%		%
					1987					
Managerial and administrative	463	817	1 279	224	515	738	48.4	63.0	57.7	30.3
Natural sciences	72	311	382	43	206	250	60.4	66.4	65.3	17.4
Social sciences	100	70	170	60	45	105	59.7	63.9	61.5	57.2
Religion	4	24	28	*	11	13	*	48.4	46.7	*
Teaching	313	199	512	212	166	377	67.6	83.0	73.6	56.2
Medicine	468	73	542	271	47	318	57.9	64.6	58.8	85.2
Artistic and recreational	63	87	151	16	34	50	25.3	38.7	33.1	32.1
Clerical	1 506	383	1 889	618	223	841	41.1	58.2	44.5	73.5
Sales	436	424	859	84	136	219	19.2	32.1	25.5	38.1
Service	704	629	1 333	119	238	358	16.9	37.9	26.8	33.3
Farming	36	83	119	*	15	17	*	17.7	14.1	*
Fishing	*	9	10	*	*	*	*	*	*	*
Forestry	*	40	42	*	12	12	*	29.9	28.5	*
Mining	*	57	58	*	34	35	*	60.6	60.5	*
Processing	79	260	339	24	159	182	30.1	60.9	53.7	13.1
Machining	19	215	234	8	115	123	40.2	53.5	52.4	6.2
Fabricating	211	684	895	62	347	409	29.4	50.7	45.7	15.1
Construction	10	513	523	*	255	258	*	49.7	49.4	*
Transportation	26	339	366	6	160	167	24.5	47.3	45.6	3.9
Materials handling	56	215	271	21	96	118	38.2	44.9	43.6	18.2
Other crafts	33	112	145	7	73	80	21.9	65.1	55.2	9.0
Total occupations[1]	4 604	5 543	10 148	1 783	2 888	4 671	38.7	52.1	46.0	38.2

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from unrounded numbers. See technical note 9.

[3] Figures for 1986 and 1987 are based on the 1980 SOC, figures for 1984 are based on the 1971 SOC but have been regrouped under 1980 SOC labels.

* Sample inadequate for reliable estimate.

— Data not available.

5

UNIONIZATION

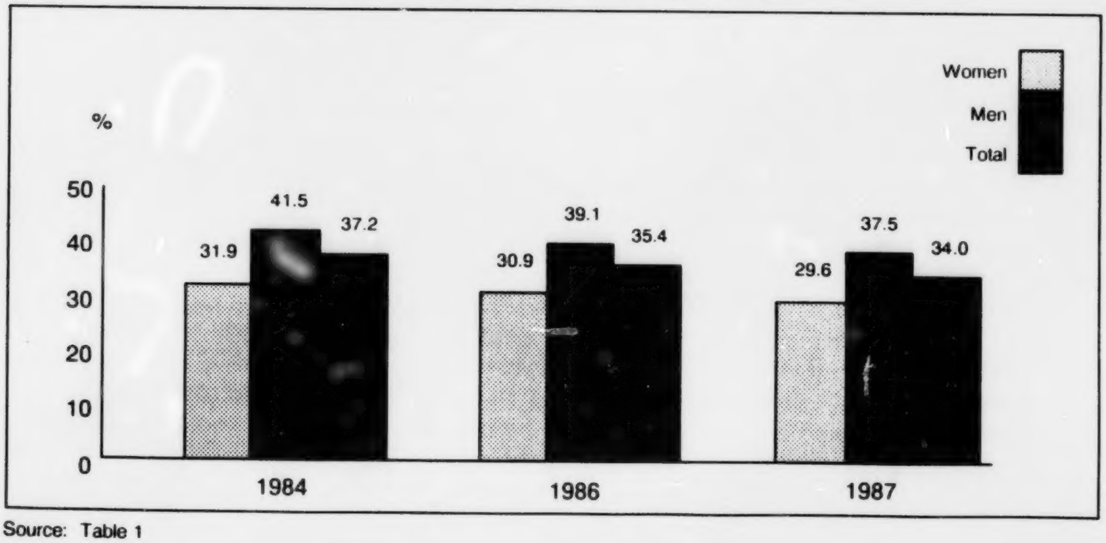
Generally, workers who are unionized enjoy better employment benefits and working conditions than those who are not union members. The majority of Canadian workers are not unionized, and women are less likely than men to be union members. However, the number of women belonging to unions has increased over the past few years.

The first section of this chapter deals with union membership and the unionization rates of men and women (the percentage of employed paid workers who belong to unions); the second section examines the average hourly wages of unionized and non-unionized workers.

1. UNION MEMBERSHIP AND UNIONIZATION RATES

- Table 1 and Figure 1 show there has been a decline in the unionization rate of paid workers over the past few years. In 1987, 34.0 per cent of paid workers were unionized, down from 35.4 per cent in 1986 and 37.2 per cent in 1984.

Figure 1. Unionization rates by sex, Canada, December 1984, 1986 and 1987



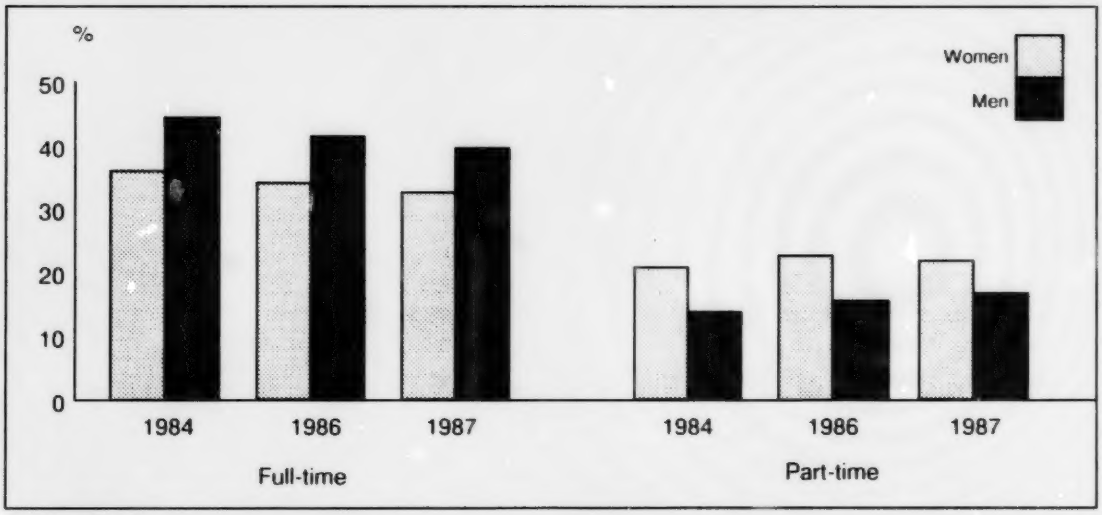
Source: Table 1

- A larger proportion of male paid workers (37.5 per cent) than female paid workers (29.6 per cent) were unionized in 1987. This was consistent with data for 1986 and 1984.

- Although total union membership fell between 1984 and 1987, women's share of union membership increased. In 1987, women accounted for 39.6 per cent of total union membership, up from 39.1 per cent in 1986 and 38.5 per cent in 1984.

- **Full-time and Part-time*** - The unionization rates of women and men employed full-time in 1984, 1986 and 1987 showed the same trend as for total employment — men had higher unionization rates. The pattern is reversed in part-time employment. In 1987 women employed part-time had a unionization rate of 21.9 per cent, compared with a unionization rate of 16.9 per cent for men who worked part-time. This varied little from previous years. (See Figure 2.)

Figure 2. Unionization rates of full-time and part-time paid workers by sex, Canada, December 1984, 1986 and 1987



Source: Table 1

- Women's over-representation in part-time employment accounts, in part, for women constituting the bulk of union membership in part-time employment in 1987 (76.2 per cent), 1986 (77.8 per cent) and 1984 (78.9 per cent). (See Table 1.)

- **Province** - Table 2 illustrates that, in most provinces in 1987, women had a lower unionization rate than men. The two exceptions were Prince Edward Island (33.2 per cent vs. 29.5 per cent) and Alberta (26.3 per cent vs. 25.1 per cent). This varied somewhat from 1986 and substantially from 1984, when (with the exception of Alberta, where women and men had the same unionization rate) men's unionization rates exceeded women's in all provinces.

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* See technical note 28

- Women's and men's unionization rates differed from province to province. In 1987, women in Newfoundland, Quebec and Saskatchewan had rates of 41.5 per cent, 34.8 per cent and 34.8 per cent respectively, while those in Ontario had a rate of 25.8 per cent. By comparison, men in Quebec and Newfoundland had unionization rates of 44.5 per cent and 43.5 per cent respectively, whereas only 25.1 per cent of men in Alberta were unionized.

- Prince Edward Island was the only province where women formed the majority of union membership in 1987 - 51.6 per cent. This represented a slight increase from 51.4 per cent in 1986. In 1984, women did not form the majority of union membership in any province.

- **Industry** - In 1987 men's unionization rates surpassed those of women in all industries, with the exceptions of community, business, personal and miscellaneous services, and finance, insurance and real estate. (See Table 3.)

- By major industrial sector, women were more likely to be unionized if they worked in the service-producing industries than in the goods-producing industries (31.0 per cent vs. 22.0 per cent in 1987). In contrast, the opposite situation applied to men. In 1987, 41.2 per cent of male paid workers in the goods-producing industries were unionized, and 35.4 per cent in the service-producing industries were unionized. The 1986 and 1984 figures show a similar pattern.

- In 1987, the highest female unionization rates were found in public administration (61.8 per cent), and transportation, communication and other utilities (50.2 per cent); the lowest rates were in trade (8.8 per cent) and finance, insurance and real estate (9.2 per cent), representing little change from 1986 or 1984.

- Women's share of total union membership varied by industry. In 1987, women constituted the greater part of union membership in community, business, personal and miscellaneous services (66.8 per cent) and in finance, insurance and real estate (66.2 per cent), whereas they accounted for only 19.4 per cent of union membership in manufacturing. (See Table 3 for a comparison of 1984, 1986 and 1987 data.)

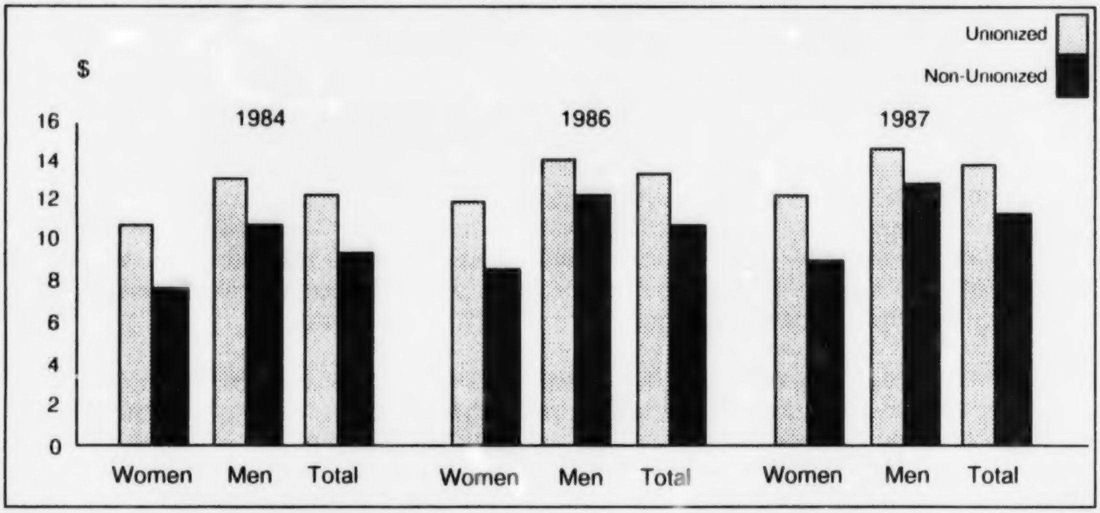
- **Occupation** - In 1987, medicine and social science were the only two occupations in which unionization rates were higher for women than for men. (See Table 4.)

- The highest rates of unionization for both women and men in 1987 occurred in teaching (68.5 per cent and 72.7 per cent respectively) and medicine (64.9 per cent and 61.2 per cent respectively); their lowest rates were in sales (7.9 per cent and 9.8 per cent respectively). The trend differed somewhat for 1986 but held for 1984.

- In 1984, 1986 and 1987, women made up over 50 per cent of union membership in each of the social science, teaching, medicine and clerical occupational groups.

2. EARNINGS

Figure 3. Average hourly wage of unionized and non-unionized paid workers by sex, Canada, December 1984, 1986, and 1987



Source: Table 5

- Table 5 and Figure 3 show that unionized employees generally earn more on average than non-unionized employees. In 1987, the average hourly wage for unionized employees stood at $13.87 compared with $11.38 for non-unionized employees.

- Women earned less than men on average, in both unionized and non-unionized employment. However, in 1987, unionized women earned on average 85.3 per cent of the average hourly wage of unionized men, whereas non-unionized women averaged only 71.0 per cent of non-unionized men's wages. This varied little from the previous years.

- The above trend was replicated in full-time and part-time employment in 1987. However, in 1986 and 1984 the average hourly wage of non-unionized women employed part-time surpassed that of their male counterparts.

- In 1987, the average hourly wage for unionized women ($12.50) was substantially higher than that of non-unionized women ($9.22). This was also reflected in full-time and part-time employment.

- **Industry** - In 1984, 1986 and 1987, women earned less on average than men in all industrial categories in both unionized and non-unionized employment. The only exceptions were those employed in the unionized transportation industry in 1986 and those employed in the non-unionized agriculture industry in 1984. (See Table 6.)

- In all industries, with the exception of utilities, the average hourly wage of unionized women surpassed that of non-unionized women in 1986 and 1987.

- **Occupation** - In general, men's average hourly wages were higher than women's in all occupational groups in both unionized and non-unionized employment. Table 7 notes the few exceptions for the years 1984, 1986 and 1987.

- In all occupational groups, in 1987, the average hourly wage of unionized women was greater than that of non-unionized women. This also applied to 1984 data but, in 1986, non-unionized women employed in natural sciences earned an average hourly wage of $13.59, compared with $12.93 for unionized women.

Table 1. Union membership and unionization rates of full-time and part-time paid workers by sex, Canada, December 1984, 1986 and 1987

	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1984					
Full-time	3 095	4 701	7 796	1 108	2 077	3 185	34.8	35.8	44.2	40.9
Part-time	1 091	447	1 583	228	61	289	78.9	20.9	13.6	18.2
Total[1]	4 186	5 148	9 334	1 336	2 138	3 474	38.5	31.9	41.5	37.2
					1986					
Full-time	3 193	4 979	8 172	1 091	2 067	3 158	34.6	34.2	41.5	38.6
Part-time	1 274	523	1 797	287	82	370	77.8	22.6	15.7	20.6
Total[1]	4 468	5 502	9 970	1 379	2 149	3 527	39.1	30.9	39.1	35.4
					1987					
Full-time	3 331	5 029	8 360	1 086	1 994	3 079	35.3	32.6	39.6	36.8
Part-time	1 273	514	1 788	279	87	366	76.2	21.9	16.9	20.5
Total[1]	4 604	5 543	10 148	1 364	2 081	3 445	39.6	29.6	37.5	34.0

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.

Sources: Statistics Canada, Special Surveys Division, Survey of Union Membership, 1984, unpublished data.

Statistics Canada, Special Surveys Division, Labour Market Activity Survey, 1986 and 1987, unpublished data.

Table 2. Union membership and unionization rates by province and sex, Canada, December 1984, 1986 and 1987

Province	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
	(000s)			(000s)			%	%		
				1984						
Newfoundland	57	83	140	22	38	60	36.4	38.3	46.5	43.2
Prince Edward Island	18	19	36	5	6	11	48.1	30.7	31.9	31.3
Nova Scotia	126	158	284	41	67	108	38.1	32.6	42.4	38.0
New Brunswick	89	115	205	27	49	77	35.9	30.7	42.6	37.4
Quebec	1 002	1 334	2 335	381	631	1 012	37.7	38.1	47.3	43.3
Ontario	1 688	2 029	3 717	461	791	1 253	36.8	27.3	39.0	33.7
Manitoba	184	207	391	63	84	147	42.7	34.1	40.6	37.5
Saskatchewan	152	159	311	56	60	116	48.6	37.1	37.5	37.3
Alberta	425	490	914	121	140	260	46.4	28.5	28.5	28.5
British Columbia	444	556	1 000	157	272	429	36.7	35.4	48.9	42.9
Canada[1]	4 186	5 148	9 334	1 336	2 138	3 474	38.5	31.9	41.5	37.2

continued

Table 2 (continued). Union membership and unionization rates by province and sex, Canada, December 1984, 1986 and 1987

Province	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1986					
Newfoundland	67	84	151	28	37	65	43.4	41.8	44.0	43.0
Prince Edward Island	18	20	38	6	6	12	51.4	33.4	29.2	31.2
Nova Scotia	133	163	296	34	59	92	36.7	25.5	36.0	31.3
New Brunswick	103	131	234	32	50	83	39.3	31.5	38.3	35.3
Quebec	1 090	1 397	2 488	415	645	1 060	39.2	38.1	46.2	42.6
Ontario	1 789	2 225	4 014	452	821	1 273	35.5	25.3	36.9	31.7
Manitoba	201	213	414	68	79	147	46.2	33.7	37.0	35.4
Saskatchewan	158	171	329	55	57	112	48.7	34.6	33.6	34.1
Alberta	446	508	954	127	138	265	47.9	28.5	27.2	27.8
British Columbia	462	591	1 053	161	258	419	38.5	34.9	43.6	39.8
Canada[1]	4 468	5 502	9 970	1 379	2 149	3 527	39.1	30.9	39.1	35.4

continued

Table 2 (continued). Union membership and unionization rates by province and sex, Canada, December 1984, 1986 and 1987

Province	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1987					
Newfoundland	68	85	152	28	37	65	43.3	41.5	43.5	42.6
Prince Edward Island	19	20	39	6	6	12	51.6	33.2	29.5	31.3
Nova Scotia	136	166	303	36	56	92	38.7	26.1	33.8	30.3
New Brunswick	104	130	233	31	49	81	39.1	30.4	37.8	34.5
Quebec	1 090	1 399	2 489	379	622	1 001	37.9	34.8	44.5	40.2
Ontario	1 877	2 229	4 106	483	788	1 272	38.0	25.8	35.4	31.0
Manitoba	201	212	413	66	80	147	45.2	33.0	37.9	35.5
Saskatchewan	157	175	333	55	64	118	46.3	34.8	36.2	35.6
Alberta	449	519	968	118	131	249	47.5	26.3	25.1	25.7
British Columbia	504	607	1 111	161	248	409	39.4	32.0	40.9	36.8
Canada[1]	4 604	5 543	10 148	1 364	2 081	3 445	39.6	29.6	37.5	34.0

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.

Sources: Same as Table 1.

Table 3. Union membership and unionization rates by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
	(000s)			(000s)			%		%	
				1984[3]						
Goods-producing industries	627	1 987	2 614	179	909	1 088	16.5	28.6	45.7	41.6
Agriculture	34	56	89	*	*	*	*	*	*	*
Forestry, fishing and trapping	4	60	63	*	23	24	*	*	38.0	38.0
Mines, quarries and oil wells	26	157	182	*	57	60	*	*	36.6	32.8
Manufacturing	526	1 378	1 904	173	683	856	20.2	32.9	49.6	45.0
Construction	38	337	375	*	144	146	*	*	42.7	38.9
Service-producing industries	3 559	3 161	6 720	1 157	1 229	2 386	48.5	32.5	38.9	35.5
Transportation, communications and other utilities	186	585	771	103	360	463	22.2	55.4	61.4	60.0
Trade	783	829	1 613	70	132	201	34.6	8.9	15.9	12.5
Finance, insurance and real estate	338	181	519	28	20	48	58.5	8.3	10.9	9.2
Community, business, personal and miscellaneous services	1 942	1 102	3 044	756	404	1 159	65.2	38.9	36.6	38.1
Public administration	310	464	773	201	314	515	39.0	64.8	67.8	66.6
Total industries[1]	4 186	5 148	9 334	1 336	2 138	3 474	38.5	31.9	41.5	37.2

continued

Table 3 (continued). Union membership and unionization rates by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1986					
Goods-producing industries	664	2 031	2 695	150	875	1 025	14.6	22.5	43.1	38.0
Agriculture	41	77	118	*	4	6	*	*	5.6	4.7
Forestry, fishing and trapping	7	61	68	*	20	20	*	*	31.8	28.6
Mines, quarries and oil wells	24	147	171	*	57	58	*	*	38.5	33.9
Manufacturing	540	1 360	1 900	146	644	790	18.5	27.0	47.4	41.6
Construction	51	386	437	*	151	152	*	*	39.1	34.8
Service-producing industries	3 804	3 471	7 275	1 229	1 273	2 502	49.1	32.3	36.7	34.4
Transportation, communications and other utilities	203	608	811	105	369	474	22.1	51.7	60.7	58.4
Trade	795	966	1 761	81	146	227	35.8	10.2	15.1	12.9
Finance, insurance and real estate	367	225	592	32	22	54	59.9	8.8	9.7	9.2
Community, business, personal and miscellaneous services	2 121	1 168	3 289	801	399	1 200	66.8	37.8	34.2	36.5
Public administration	318	505	822	209	338	547	38.2	65.8	66.9	66.5
Total industries[1]	4 468	5 502	9 970	1 379	2 149	3 527	39.1	30.9	39.1	35.4

continued

Table 3 (continued). Union membership and unionization rates by industry and sex, Canada, December 1984, 1986 and 1987

	Paid workers			Union membership				Unionization rate[2]		
Industry	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1987					
Goods-producing industries	689	2 074	2 763	152	853	1 005	51.1	22.0	41.2	36.4
Agriculture	50	72	122	*	*	*	*	*	*	*
Forestry, fishing and trapping	8	60	68	*	20	22	*	*	34.1	31.5
Mines, quarries and oil wells	25	151	176	*	57	59	*	*	37.8	33.6
Manufacturing	551	1 361	1 912	147	609	756	19.4	26.6	44.8	39.5
Construction	54	430	484	*	164	165	*	*	38.2	34.2
Service-producing industries	3 915	3 470	7 385	1 212	1 227	2 440	49.7	31.0	35.4	33.0
Transportation, communications and other utilities	216	595	811	108	343	451	24.0	50.2	57.6	55.6
Trade	830	932	1 761	73	136	209	35.1	8.8	14.6	11.9
Finance, insurance and real estate	384	229	613	35	18	53	66.2	9.2	7.9	8.7
Community, business, personal and miscellaneous services	2 170	1 211	3 381	800	398	1 198	66.8	36.9	32.8	35.4
Public administration	316	503	819	195	333	528	36.9	61.8	66.2	64.5
Total industries[1]	4 604	5 543	10 148	1 364	2 081	3 445	39.6	29.6	37.5	34.0

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[1] Figures may not add to total due to rounding. See technical note 9.

[3] Figures for 1986 and 1987 are based on the 1980 SIC. Figures for 1984 are based on the 1970 SIC but have been regrouped under 1980 SIC labels.
* Sample inadequate for reliable estimate.

Table 4. Union membership and unionization rates by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1984[3]					
Managerial and administrative	341	672	1 013	57	132	189	30.3	16.7	19.6	18.6
Natural sciences	62	300	362	22	95	117	19.0	35.7	31.5	32.2
Social sciences	87	62	148	47	21	68	68.7	54.3	34.9	46.2
Religion	4	21	25	*	*	*	*	*	*	*
Teaching	277	219	496	204	163	367	55.5	73.7	74.6	74.1
Medicine	438	85	523	282	52	334	84.5	64.4	61.3	63.9
Artistic and recreational	58	80	138	9	21	30	31.3	16.3	26.2	22.0
Clerical	1 428	380	1 807	372	173	545	68.3	26.1	45.5	30.2
Sales	388	333	721	22	43	65	34.3	5.7	12.8	9.0
Service	683	598	1 281	150	215	365	41.0	21.9	36.0	28.5
Farming	23	62	85	*	8	9	*	*	13.3	10.6
Fishing	*	6	6	*	*	*	*	*	*	*
Forestry	*	49	49	*	20	21	*	*	41.3	41.7
Mining	*	59	60	*	24	25	*	*	40.6	41.4
Processing	70	300	370	34	181	215	16.0	49.0	60.4	58.2
Machining	18	204	222	9	115	124	7.6	51.4	56.3	55.9
Fabricating	199	668	866	81	317	399	20.4	40.8	47.5	46.0
Construction	*	443	446	*	252	254	*	*	57.0	56.9
Transportation	28	313	341	7	147	154	4.5	25.5	47.0	45.3
Materials handling	53	185	238	26	91	117	22.1	48.4	49.2	49.0
Other crafts	24	112	136	8	64	72	11.4	34.9	57.3	53.4
Total occupations[1]	4 186	5 148	9 334	1 336	2 138	3 474	38.5	31.9	41.5	37.2

continued

Table 4 (continued). Union membership and unionization rates by province and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1986					
Managerial and administrative	462	800	1 261	67	133	200	33.6	14.5	16.6	15.8
Natural sciences	74	309	383	22	90	112	19.6	29.5	29.1	29.2
Social sciences	97	69	166	47	28	74	62.8	48.1	40.0	44.7
Religion	4	19	23	.	.	.	.	.	.	.
Teaching	325	206	531	223	156	378	58.9	68.6	75.5	71.3
Medicine	442	78	521	289	51	339	85.0	65.2	64.7	65.1
Artistic and recreational	64	91	155	9	20	30	30.9	14.2	22.5	19.0
Clerical	1 460	385	1 845	401	180	581	69.0	27.5	46.7	31.5
Sales	408	442	850	34	52	86	39.2	8.2	11.8	10.1
Service	690	608	1 299	148	227	375	39.4	21.4	37.4	28.9
Farming	28	86	114	.	9	12	.	.	10.9	10.4
Fishing	.	8	9	.	.	.	.	.	.	.
Forestry	.	40	41	.	14	14	.	.	34.1	33.3
Mining	.	49	49	.	23	23	.	.	46.0	45.9
Processing	71	269	340	28	162	190	14.5	38.9	60.3	55.8
Machining	19	226	245	8	117	125	6.4	42.6	51.7	51.0
Fabricating	202	674	876	65	313	378	17.2	32.3	46.5	43.2
Construction	8	469	477	4	251	255	1.6	49.8	53.6	53.5
Transportation	28	354	382	8	166	174	4.5	28.2	47.0	45.6
Materials handling	51	203	253	20	96	116	17.2	39.3	47.6	46.0
Other crafts	31	115	146	5	58	63	7.7	15.6	50.3	42.9
Total occupations[1]	4 468	5 502	9 970	1 379	2 149	3 527	39.1	30.9	39.1	35.4

continued

Table 4 (continued). Union membership and unionization rates by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Paid workers			Union membership				Unionization rate[2]		
	Women	Men	Total[1]	Women	Men	Total[1]	Women as a percentage of total[2]	Women	Men	Total
		(000s)			(000s)		%		%	
					1987					
Managerial and administrative	463	817	1 279	67	128	195	34.2	14.4	15.7	15.2
Natural sciences	72	311	382	20	92	112	18.2	28.3	29.5	29.3
Social sciences	100	70	170	46	28	74	62.7	46.2	39.3	43.4
Religion	4	24	28	*	*	*	*	*	*	*
Teaching	313	199	512	215	145	359	59.8	68.5	72.7	70.1
Medicine	468	73	542	304	45	349	87.2	64.9	61.2	64.4
Artistic and recreational	63	87	151	9	23	32	28.3	14.3	26.1	21.1
Clerical	1 506	383	1 889	374	162	536	69.7	24.8	42.4	28.4
Sales	436	424	859	34	41	76	45.4	7.9	9.8	8.8
Service	704	629	1 333	141	235	376	37.6	20.1	37.4	28.2
Farming	36	83	119	*	13	15	*	*	15.8	12.2
Fishing	*	9	10	*	*	*	*	*	*	*
Forestry	*	40	42	*	12	12	*	*	31.0	29.7
Mining	*	57	58	*	24	25	*	*	42.8	43.2
Processing	79	260	339	32	148	181	18.0	41.0	57.1	53.3
Machining	19	215	234	8	112	120	6.7	42.6	52.1	51.3
Fabricating	211	684	895	72	290	361	19.9	34.1	42.3	40.4
Construction	10	513	523	4	263	166	1.3	36.0	51.2	50.9
Transportation	26	339	366	9	157	165	5.3	33.4	46.2	45.2
Materials handling	56	215	271	20	103	123	16.4	35.9	47.8	45.4
Other crafts	33	112	145	7	58	64	10.3	19.9	51.4	44.2
Total occupations[1]	4 604	5 543	10 148	1 364	2 081	3 445	39.6	29.6	37.5	34.0

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.
[3] Figures for 1986 and 1987 are based on the 1980 SOC. Figures for 1984 are based on the 1971 SOC but are regrouped under 1980 SOC labels.
* Sample inadequate for reliable estimate.

Sources: Same as Table 1.

Table 5. Average hourly wage of unionized and non-unionized paid workers by full-time and part-time status and sex, Canada, December 1984, 1986 and 1987

	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
1984								
Full-time	10.96	13.13	12.40	83.5	7.83	11.20	9.82	69.9
Part-time	11.15	10.16	10.97	109.7	6.39	5.60	6.17	114.1
Total	10.97	13.10	12.35	83.7	7.62	10.95	9.49	69.6
1986								
Full-time	11.99	14.19	13.46	84.5	8.81	12.74	11.19	69.2
Part-time	12.56	13.27	12.69	94.6	7.89	7.29	7.73	108.2
Total	12.05	14.18	13.42	85.0	8.67	12.53	10.90	69.2
1987								
Full-time	12.47	14.66	13.92	85.1	9.40	13.17	11.66	71.4
Part-time	12.75	13.89	13.00	91.8	8.04	8.28	8.10	97.1
Total	12.50	14.65	13.87	85.3	9.22	12.99	11.38	71.0

Sources: Same as Table 1.

Table 6. Average hourly wage of unionized and non-unionized paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1984[1]				
Agriculture	*	*	*	*	6.68	5.50	5.84	121.5
Other primary	*	13.67	13.62	*	11.68	14.77	11.68	79.1
Manufacturing	8.32	12.11	11.36	68.7	7.98	11.82	10.60	67.5
Construction	*	14.92	14.85	*	8.37	10.48	10.18	79.9
Transportation	11.63	12.82	12.72	90.7	8.11	11.52	10.90	70.4
Communications	11.44	13.68	12.78	83.6	12.00	14.25	13.45	84.2
Utilities	12.34	15.52	15.17	79.5	11.37	17.76	16.49	64.0
Trade	9.79	11.77	11.18	83.2	6.53	9.23	8.02	70.7
Finance, insurance and real estate	9.02	12.33	10.44	73.2	8.82	13.06	10.46	67.5
Community services	11.94	13.95	12.66	85.6	8.82	10.24	9.38	86.1
Business and personal services	6.93	8.12	7.57	85.3	6.26	9.02	7.32	69.4
Miscellaneous services	11.05	12.62	12.10	87.6	7.57	8.64	8.16	87.6
Public administration	11.40	14.17	13.14	80.5	10.22	15.94	13.85	64.1
Total industries	10.97	13.10	12.35	83.7	7.62	10.95	9.49	69.6

continued

Table 6 (continued). Average hourly wage of unionized and non-unionized paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1986				
Agriculture	*	14.53	13.48	*	6.79	7.40	7.23	91.8
Other primary	*	14.85	14.85	*	11.23	15.08	14.42	74.5
Manufacturing	9.36	13.29	12.62	70.4	8.83	13.81	12.17	63.9
Construction	*	15.18	15.14	*	9.68	11.11	10.89	87.1
Transportation	14.82	14.26	14.31	103.9	9.38	11.86	11.27	79.1
Communications	12.70	14.74	14.03	86.2	12.21	17.06	15.49	71.6
Utilities	12.42	15.22	14.76	81.6	12.95	21.48	19.53	60.3
Trade	9.99	12.21	11.56	81.8	7.46	10.79	9.48	69.1
Finance, insurance and real estate	11.30	12.89	12.01	87.7	10.01	15.62	12.31	64.1
Community services	12.93	15.39	13.79	84.0	9.62	11.99	10.48	80.2
Business and personal services	8.37	10.94	9.70	76.5	7.41	11.38	9.18	65.1
Miscellaneous services	12.59	13.13	12.89	95.9	8.05	11.01	9.66	73.1
Public administration	11.94	15.03	13.93	79.4	11.72	16.28	14.74	72.0
Total industries	12.05	14.18	13.42	85.0	8.67	12.53	10.90	69.2

continued

Table 6 (continued). Average hourly wage of unionized and non-unionized paid workers by industry and sex, Canada, December 1984, 1986 and 1987

Industry	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1987				
Agriculture	*	*	*	*	7.08	7.05	7.06	100.4
Other primary	*	14.72	14.63	*	11.63	15.74	15.05	73.9
Manufacturing	9.94	13.68	13.00	72.7	9.18	14.23	12.56	64.5
Construction	*	16.20	16.20	*	8.98	12.05	11.57	74.5
Transportation	13.09	14.75	14.56	88.7	9.77	12.61	12.01	77.5
Communications	12.50	14.80	13.94	84.5	12.23	17.21	15.48	71.1
Utilities	13.41	16.83	16.27	79.7	13.79	19.48	18.24	70.8
Trade	9.98	12.32	11.62	81.0	7.94	10.98	9.71	72.3
Finance, insurance and real estate	10.92	13.76	11.98	79.4	10.82	16.39	13.11	66.0
Community services	13.55	15.81	14.32	85.7	10.74	12.68	11.46	84.7
Business and personal services	8.38	10.71	9.70	78.2	7.79	11.40	9.41	68.3
Miscellaneous services	12.28	13.82	13.48	88.9	8.76	10.24	9.56	85.5
Public administration	12.37	15.55	14.47	79.5	11.78	18.30	15.96	64.4
Total industries	12.50	14.65	13.87	85.3	9.22	12.99	11.38	71.0

[1] Figures for 1986 and 1987 are based on the 1980 SIC. Figures for 1984 are based on the 1970 SIC but have been regrouped under 1980 SIC labels.

* Sample inadequate for reliable estimate.

Sources: Same as Table 1.

Table 7. Average hourly wage of unionized and non-unionized paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1984[1]				
Managerial and administrative	12.54	15.44	14.61	81.2	10.44	15.28	13.69	68.3
Natural sciences	13.32	15.84	15.37	84.1	12.03	15.04	14.54	80.0
Social sciences	12.35	14.20	12.96	87.0	9.32	13.32	11.50	70.0
Religion	*	*	*	*	4.38	5.66	5.54	77.4
Teaching	14.42	16.44	15.38	87.7	9.03	12.51	10.89	72.2
Medicine	12.00	11.77	11.96	102.0	10.84	12.12	11.13	89.4
Artistic and recreational	14.65	14.37	14.46	101.9	10.03	9.94	9.98	100.9
Clerical	10.05	11.85	10.66	84.8	7.72	9.61	8.04	80.3
Sales	9.86	11.94	11.29	82.6	6.45	9.92	8.25	65.0
Service	8.19	10.93	9.90	74.9	4.96	6.88	5.79	72.1
Farming	*	10.15	10.32	*	5.64	5.25	5.34	107.4
Fishing	—	*	*	—	*	*	*	*
Forestry	*	13.92	13.89	*	*	10.43	10.42	*
Mining	*	14.11	13.99	*	—	13.57	13.57	—
Processing	8.93	12.23	11.72	73.0	6.30	9.81	8.99	64.2
Machining	8.88	12.50	12.23	71.0	7.33	10.04	9.83	73.0
Fabricating	7.96	12.43	11.54	64.0	6.05	9.47	8.69	63.9
Construction	*	13.99	13.99	*	*	9.94	9.93	*
Transportation	9.57	12.63	12.53	75.8	7.49	9.15	9.01	81.9
Materials handling	8.18	11.88	11.04	68.9	5.47	8.01	7.40	68.3
Other crafts	8.41	13.25	12.69	63.5	7.53	11.69	10.75	64.4
Total occupations	10.97	13.10	12.35	83.7	7.62	10.95	9.49	69.6

Table 7 (continued). Average hourly wage of unionized and non-unionized paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

Occupation	Unionized				Non-unionized			
	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1986				
Managerial and administrative	13.93	16.88	15.94	82.5	11.41	16.70	14.86	68.3
Natural sciences	12.93	16.11	15.51	80.3	13.59	16.46	15.98	82.6
Social sciences	14.23	16.29	15.02	87.4	10.49	18.55	14.73	56.5
Religion	—	*	*	—	7.67	8.36	8.27	91.7
Teaching	15.64	17.86	16.65	87.6	10.48	14.95	12.45	70.1
Medicine	12.64	13.87	12.84	91.1	11.24	14.66	11.89	76.7
Artistic and recreational	15.00	16.23	15.87	92.4	9.76	12.32	11.30	79.2
Clerical	10.87	12.92	11.58	84.1	8.49	10.44	8.82	81.3
Sales	10.50	12.27	11.69	85.6	7.71	11.44	9.97	67.4
Service	9.42	12.56	11.47	75.0	5.73	8.37	6.88	68.5
Farming	*	13.87	13.32	*	5.83	7.41	7.09	78.7
Fishing	*	*	*	*	*	6.76	6.77	*
Forestry	*	15.30	15.29	*	*	11.34	11.27	*
Mining	*	14.19	14.20	*	*	13.46	13.47	*
Processing	9.65	13.02	12.56	74.1	7.62	11.59	10.62	65.7
Machining	10.34	13.62	13.42	75.9	6.76	11.07	10.77	61.1
Fabricating	8.75	13.51	12.75	64.8	6.85	10.90	9.88	62.8
Construction	13.22	14.76	14.74	89.6	10.87	11.06	11.05	98.3
Transportation	12.31	13.92	13.87	88.4	6.96	9.24	9.09	75.3
Materials handling	9.42	12.69	12.14	74.2	6.61	8.96	8.39	73.8
Other crafts	9.66	13.94	13.64	69.3	8.71	12.51	11.48	69.6
Total occupations	12.05	14.18	13.42	85.0	8.67	12.53	10.90	69.2

continued

Table 7 (continued). Average hourly wage of unionized and non-unionized paid workers by occupation and sex, Canada, December 1984, 1986 and 1987

	Unionized				Non-unionized			
Occupation	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage	Women	Men	Total	Women's hourly wage as a percentage of men's hourly wage
		$		%		$		%
				1987				
Managerial and administrative	13.55	17.15	15.99	79.0	12.42	17.38	15.70	71.5
Natural sciences	14.44	16.80	16.41	86.0	13.31	17.05	16.41	78.1
Social sciences	14.83	17.31	15.83	85.7	13.26	19.70	16.65	67.3
Religion	*	*	*	*	6.32	8.82	8.58	71.7
Teaching	16.04	19.07	17.38	84.1	10.74	15.69	12.81	68.5
Medicine	13.62	13.55	13.61	100.5	11.67	16.84	12.61	69.3
Artistic and recreational	13.68	15.33	14.89	89.2	11.05	12.21	11.75	90.5
Clerical	11.27	13.20	11.91	85.4	9.04	10.94	9.37	82.6
Sales	10.37	13.07	12.02	79.3	8.72	11.85	10.51	73.6
Service	9.59	12.75	11.72	75.2	5.83	8.56	7.04	68.1
Farming	*	12.50	12.52	*	5.87	7.06	6.74	83.1
Fishing	*	*	*	*	*	10.18	10.00	*
Forestry	*	14.51	14.48	*	*	12.66	12.42	*
Mining	*	14.58	14.58	*	*	14.60	14.63	*
Processing	10.14	13.47	12.95	75.3	7.87	11.80	10.78	66.7
Machining	11.43	14.15	13.96	80.8	7.39	11.58	11.19	63.8
Fabricating	8.86	14.04	13.09	63.1	7.40	11.21	10.29	66.0
Construction	12.90	15.37	15.34	83.9	8.86	11.59	11.55	76.4
Transportation	10.50	14.11	13.96	74.4	8.54	10.02	9.95	85.2
Materials handling	9.83	13.14	12.58	74.8	7.42	9.52	9.01	77.9
Other crafts	12.36	15.21	14.93	81.3	8.66	13.73	12.24	63.1
Total occupations	12.50	14.65	13.87	85.3	9.22	12.99	11.38	71.0

[1] Figures for 1986 and 1987 are based on the 1980 SOC. Figures for 1984 are based on the 1971 SOC but are regrouped under 1980 SOC labels.

* Sample inadequate for reliable estimate.

6

FEDERAL JURISDICTION

Approximately one in 10 Canadian jobs is in the federal jurisdiction. Enterprises under federal jurisdiction are covered by the *Canada Labour Code* and include those that are interprovincial or international in scope, some 40 Crown corporations, and those industries that Parliament has designated as being for the general advantage of Canadians. More specifically, jobs under federal jurisdiction include those in air, rail, highway or pipeline transportation companies; operations of canals, bridges and tunnels; shipping and related enterprises; service industries such as broadcasting and banking; and grain handling and uranium mining. Federal public service jobs are also included in federal jurisdiction since they are covered by occupational safety and health provisions in the *Canada Labour Code*.

Until recently there was a lack of detailed information on federal jurisdiction jobs. In 1988-89 Labour Canada, in collaboration with Statistics Canada, identified federal jurisidiction jobs on the 1986 Labour Market Activity Survey. The following is an analysis of these data.

The first section deals with a description of employment data on paid-worker jobs* in federal jurisdiction. The second section compares average earnings of women and men in federal jurisdiction and non-federal jurisdiction paid-worker jobs.

1. EMPLOYMENT

- In 1986 there were 1 130 000 jobs in federal jurisdiction, constituting 9.5 per cent of all paid jobs in Canada. (See Table 1.)

- **Full-time and Part-time**** - In full-time employment there were a total of 1 023 000 federal jurisdiction jobs. These jobs made up 10.6 per cent of all full-time Canadian jobs. There were a total of 107 000 part-time federal jurisdiction jobs in 1986, making up 4.8 per cent of all part-time jobs.

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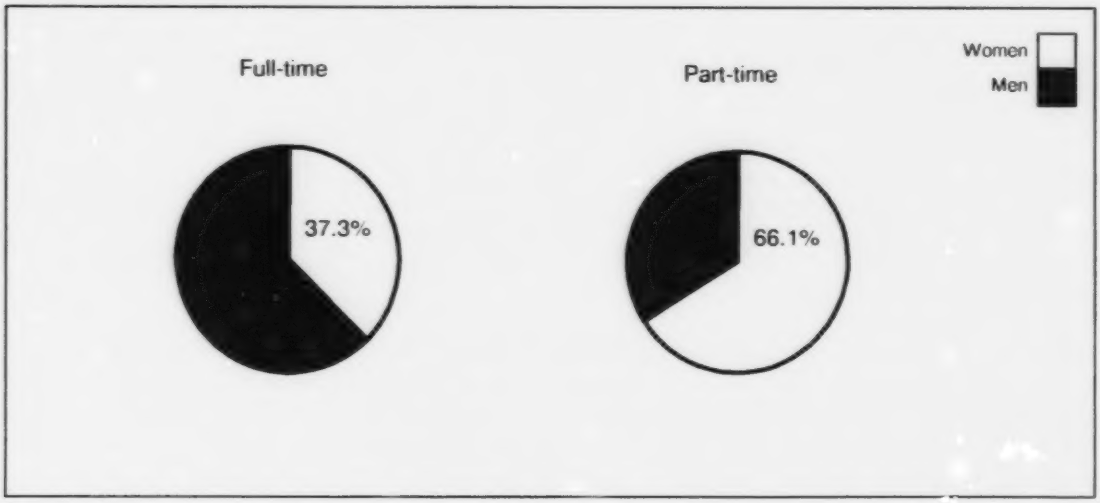
* All jobs mentioned in this chapter refer to "paid-worker jobs"; for convenience, the text only refers to "jobs". See technical note 27.

** See technical note 28.

Figure 1. Percentage of federal jurisdiction paid-worker jobs held by women by full-time and part-time status, Canada, 1986



Source: Table 1

- Women held 37.3 per cent of federal jurisdiction jobs in full-time employment and 66.1 per cent of such jobs in part-time employment. (See Figure 1.)

- In the service-producing industries, women held 37.8 per cent of full-time federal jurisdiction jobs, whereas they held 66.6 per cent of such jobs in part-time employment.

- **Industry** - Table 2 indicates that transportation, communications and other utilities was the sole industrial category in 1986 where federal jurisdiction jobs formed the majority (60.5 per cent) of total Canadian jobs in any industrial category.

- In 1986, men held the majority of jobs in all industrial categories within the federal jurisdiction, with the exception of finance, insurance and real estate, where women held 153 000 or 75.6 per cent of jobs.

- Federal jurisdiction jobs held by women were concentrated in the industrial categories of finance, insurance and real estate (33.7 per cent), transportation, communications and other utilities (33.2 per cent), and public administration (28.0 per cent). By comparison, 59.1 per cent of male federal jurisdiction jobs were in transportation, communications and other utilities, followed by public administration (25.9 per cent). See Table 3.

- **Occupation** - Table 4 indicates that federal jurisdiction jobs accounted for 25.3 per cent of total jobs in transportation.

- In 1986, the clerical group was the sole occupation in which women held over 50 per cent of all federal jurisdiction jobs. (See Table 4.)

- In 1986, the majority of federal jurisdiction jobs held by women were in the clerical group (63.9 per cent), whereas the federal jurisdiction jobs held by men were more evenly distributed among occupations. (See Table 5.)

- **Unionization** - In 1986, there were a total of 3 860 000 unionized jobs in Canada. Of these, 14.9 per cent or 576 000 were under federal jurisdiction. (See Table 6.)

- Women held some 176 000 or 30.6 per cent of unionized jobs in the federal jurisdiction in 1986.

- Although women held only 28.0 per cent of unionized federal jurisdiction jobs in full-time employment, they accounted for 68.1 per cent of such jobs in part-time employment. The latter figure was partially a result of the large number of unionized women in the service-producing industries.

- Table 6 shows that women held 31.3 per cent of total unionized federal jurisdiction jobs in the service-producing industries.

2. EARNINGS

- Table 7 indicates that federal jurisdiction jobs provided a higher average hourly wage than jobs in provincial or territorial jurisdiction ($13.88 vs. $11.38). This pattern was evident for both full-time and part-time employment.

- In 1986, federal jurisdiction jobs held by women averaged 76.3 per cent of the average hourly wage of jobs held by men. The comparable figure in non-federal jurisdiction was 74.7 per cent.

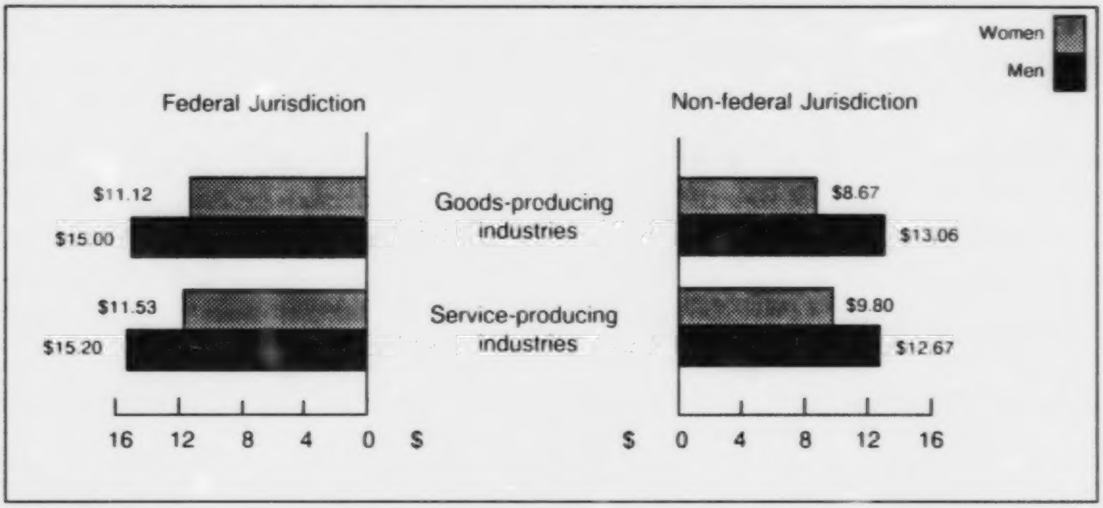
- Women employed in the federal jurisdiction held jobs that averaged $11.59 an hour, whereas their non-federal jurisdiction counterparts held jobs that averaged $9.47 hourly.

- **Full-time and Part-time** - In federal jurisdiction women employed part-time held jobs that averaged 81.2 per cent of men's wages, whereas in full-time employment women averaged 75.8 per cent of men's wages. The same pattern also held outside the federal jurisdiction. (See Table 7.)

- Figure 2 depicts the differences in average hourly wages of full-time jobs in federal and non-federal jurisdictions.

- **Industry** - Table 8 illustrates that finance, insurance and real estate was the sole industrial category in which the average hourly wage of non-federal jurisdiction jobs exceeded that of federal jurisdiction jobs ($11.99 vs. $11.93).

Figure 2. Average hourly wage of full-time, federal jurisdiction and non-federal jurisdiction paid-worker jobs by sex and industry, 1986



Source: Table 7

- There were no industrial groups in 1986 in which the average hourly wage of female federal jurisdiction jobs exceeded those of male federal jurisdiction jobs. This was also the situation outside the federal jurisdiction.

- **Occupation** - Generally, by occupation, jobs under federal jurisdiction were better paid than those in other jurisdictions. (See Table 9.)

- Although, in the federal jurisdiction, jobs held by women had a lower average hourly wage than those held by men, the service occupational group proved the exception. In 1986, women in service jobs averaged $13.37 an hour, compared with $12.46 for jobs held by men.

- For women employed in federal jurisdiction, the highest average hourly wage, $14.75, was paid to those working in artistic and recreational jobs, while the lowest average hourly wage was paid to those in transportation jobs ($9.63). Among men in federal jurisdiction, the highest average hourly wage applied to those employed in social sciences jobs ($20.36), while the lowest average hourly wage was found in jobs in the materials handling group ($11.69).

- In non-federal jurisdiction, the highest average hourly wage for both women and men was received by those employed in teaching ($14.64 and $17.04 respectively), whereas the lowest average wage for both sexes occurred in farming ($5.92 for jobs held by women and $7.82 for jobs held by men).

- **Unionization** - Table 10 illustrates that unionized jobs in the federal jurisdiction averaged an hourly wage higher than unionized jobs outside the federal jurisdiction ($14.39 vs. $13.13).

- Unionized federal jurisdiction jobs held by women averaged a wage of $12.80 hourly, compared with $11.87 for unionized jobs held by women outside the federal jurisdiction.

- Table 11 shows the average hourly wage of unionized and non-unionized jobs in federal jurisdiction by full-time and part-time employment status in goods-producing and service-producing industries.

- In federal jurisdiction, as in most jurisdictions, unionized jobs generally provide women with a higher average hourly wage than do non-unionized jobs.

- In 1986, the average hourly wage of unionized federal jurisdiction jobs held by women stood at $12.80, compared with $15.01 for those jobs held by men.

Table 1. Federal jurisdiction paid worker jobs by full-time and part-time status, goods-producing and service-producing industries and sex, Canada, 1986

				Federal jurisdiction				Federal jurisdiction paid-worker jobs as a percentage of total paid-worker jobs[2]		
	Total paid-worker jobs			Paid-worker jobs			Women as a percentage of total[2]			
Industry	Women	Men	Total[1]	Women	Men	Total[1]		Women	Men	Total
		(000s)			(000s)		%		%	
				Full-time						
Goods-producing industries	750	2 363	3 113	12	32	43	26.8	1.6	1.3	1.4
Service-producing industries	3 123	3 441	6 564	370	610	980	37.8	11.9	17.7	14.9
Total industries[1]	3 873	5 804	9 677	382	642	1 023	37.3	9.9	11.1	10.6
				Part-time						
Goods-producing industries	120	114	235	*	*	*	*	*	*	*
Service-producing industries	1 434	583	2 017	70	35	106	66.6	4.9	6.0	5.2
Total industries[1]	1 554	697	2 252	71	36	107	66.1	4.5	5.2	4.8
				Total						
Goods-producing industries	870	2 478	3 348	12	33	45	26.8	1.4	1.3	1.3
Service-producing industries	4 557	4 024	8 581	440	645	1 086	40.6	9.7	16.0	12.7
Total industries[1]	5 427	6 502	11 929	453	678	1 130	40.0	8.3	10.4	9.5

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.
* Sample inadequate for reliable estimate.

Sources: Statistics Canada, Labour Market Activity Survey, 1986, unpublished data.

Table 2. Federal jurisdiction paid-worker jobs by industry and sex, Canada, 1986

	Total paid-worker jobs			Federal jurisdiction				Federal jurisdiction paid-worker jobs as a percentage of total paid-worker jobs[2]		
				Paid-worker jobs			Women as a percentage of total[2]			
Industry	Women	Men	Total[1]	Women	Men	Total[1]		Women	Men	Total
		(000s)			(000s)		%		%	
Agriculture	81	124	205	*	*	*	*	*	*	*
Other primary	44	275	319	*	10	12	*	*	3.7	3.8
Manufacturing	678	1 535	2 213	8	20	28	30.1	1.2	1.3	1.3
Construction	67	544	611	*	*	*	*	*	*	*
Transportation, communications and other utilities	226	686	912	150	401	551	27.3	66.6	58.5	60.5
Trade	943	1 116	2 059	4	6	10	37.3	0.4	0.5	0.5
Finance, insurance and real estate	409	224	633	153	49	202	75.6	37.3	22.0	31.9
Community, business, personal and miscellaneous services	2 581	1 415	3 995	7	13	20	35.6	0.3	0.9	0.5
Public administration	399	583	982	127	176	303	41.9	31.8	30.2	30.8
Total industries[1]	5 427	6 502	11 929	453	678	1 130	40.0	8.3	10.4	9.5

[1] Figures may not add to total due to rounding. See technical note 9.
[2] Data calculated from unrounded numbers. See technical note 9.
[*] Sample inadequate for reliable estimate.

Source: Same as Table 1.

Table 3. Percentage distribution of total paid-worker jobs and federal jurisdiction paid worker jobs by industry and sex, Canada, 1986

	Total paid-worker jobs			Federal jurisdiction paid-worker jobs		
Industry	Women	Men	Total	Women	Men	Total
		%			%	
Agriculture	1.5	1.9	1.7	*	*	*
Other primary	0.8	4.2	2.7	*	1.5	1.1
Manufacturing	12.5	23.6	18.6	1.9	2.9	2.5
Construction	1.2	8.4	5.1	*	*	*
Transportation, communications and other utilities	4.2	10.5	7.6	33.2	59.1	48.8
Trade	17.4	17.2	17.3	0.8	0.9	0.8
Finance, insurance and real estate	7.5	3.4	5.3	33.7	7.3	17.9
Community, business, personal and miscellanous services	47.5	21.8	33.5	1.6	1.9	1.8
Public administration	7.4	9.0	8.2	28.0	25.9	26.8
Total industries[1]	100.0	100.0	100.0	100.0	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.

* Sample inadequate for reliable estimate.

Source: Same as Table 1.

Table 4. Federal jurisdiction paid worker jobs by occupation and sex, Canada, 1986

Occupation	Total paid-worker jobs			Federal jurisdiction: Paid-worker jobs			Federal jurisdiction: Women as a percentage of total[2]	Federal jurisdiction paid-worker jobs as a percentage of total paid-worker jobs[2]		
	Women	Men	Total[1]	Women	Men	Total[1]		Women	Men	Total
		(000s)			(000s)		%		%	
Managerial and administrative	493	816	1 309	82	133	216	38.2	16.7	16.3	16.5
Natural sciences	87	332	419	19	54	74	26.4	22.3	16.4	17.6
Social sciences	116	78	194	5	9	14	37.5	4.5	11.3	7.3
Religion	5	21	26	—	—	—	—	—	—	—
Teaching	345	216	561	*	6	7	*	*	2.6	1.2
Medicine	490	86	576	*	*	*	*	*	*	*
Artistic and recreational	81	107	188	8	17	25	32.4	10.0	15.9	13.4
Clerical	1 753	452	2 205	289	110	399	72.4	16.5	24.3	18.1
Sales	502	504	1 007	7	9	16	45.6	1.4	1.7	1.6
Service	947	773	1 719	22	59	82	27.3	2.4	7.7	4.7
Farming	68	172	240	—	*	*	—	—	*	*
Fishing	5	20	25	—	*	*	—	—	*	*
Forestry	6	71	76	*	*	*	*	*	*	*
Mining	*	62	64	*	4	4	*	*	5.7	6.2
Processing	111	315	426	*	4	5	*	*	1.3	1.1
Machining	23	261	283	*	13	13	*	*	4.9	4.7
Fabricating	245	766	1 012	5	59	64	8.0	2.1	7.7	6.3
Construction	14	630	644	*	57	60	*	*	9.1	9.3
Transportation	31	410	441	5	106	111	4.8	17.3	25.9	25.3
Materials handling	65	259	324	*	25	26	*	*	9.6	7.9
Other crafts	37	128	164	*	10	12	*	*	8.1	7.0
Not classifiable	*	22	25	*	*	*	*	*	*	*
Total occupations[1]	5 427	6 502	11 929	453	678	1 130	40.0	8.3	10.4	9.5

[1] Figures may not add to total due to rounding. See technical note 9.

[2] Data calculated from unrounded numbers. See technical note 9.

* Sample inadequate for reliable estimate.

– Data not available.

Source: Same as Table 1.

Table 5. Percentage distribution of total paid-worker jobs and federal jurisdiction paid-worker jobs by occupation and sex, Canada, 1986

Occupation	Total paid-worker jobs			Federal jurisdiction paid-worker jobs		
	Women	Men	Total	Women	Men	Total
		%			%	
Managerial and administrative	9.1	12.6	11.0	18.2	19.6	19.1
Natural sciences	1.6	5.1	3.5	4.3	8.0	6.5
Social sciences	2.1	1.2	1.6	1.2	1.3	1.2
Religion	0.1	0.3	0.2	—	—	—
Teaching	6.4	3.3	4.7	*	0.8	0.6
Medicine	9.0	1.3	4.8	*	*	*
Artistic and recreational	1.5	1.6	1.6	1.8	2.5	2.2
Clerical	32.3	6.9	18.5	63.9	16.2	35.3
Sales	9.3	7.8	8.4	1.6	1.3	1.4
Service	17.4	11.9	14.4	4.9	8.8	7.2
Farming	1.2	2.6	2.0	—	*	*
Fishing	0.1	0.3	0.2	—	*	*
Forestry	0.1	1.1	0.6	*	*	*
Mining	*	1.0	0.5	*	0.5	0.4
Processing	2.0	4.9	3.6	*	0.6	0.4
Machining	0.4	4.0	2.4	*	1.9	1.2
Fabricating	4.5	11.8	8.5	1.1	8.7	5.6
Construction	0.3	9.7	5.4	*	8.4	5.3
Transportation	0.6	6.3	3.7	1.2	15.6	9.8
Materials handling	1.2	4.0	2.7	*	3.7	2.3
Other crafts	0.7	2.0	1.4	*	1.5	1.0
Not classifiable	*	0.3	0.2	*	*	*
Total occupations[1]	100.0	100.0	100.0	100.0	100.0	100.0

[1] Figures may not add to total due to rounding. See technical note 9.
* Sample inadequate for reliable estimate.
— Data not available.

Source: Same as Table 1.

Table 6. Unionized federal jurisdiction paid-worker jobs by full-time and part-time status, goods-producing and service-producing industries and sex, Canada, 1986

Industry	Total unionized paid-worker jobs			Federal jurisdiction				Unionized federal jurisdiction paid-worker jobs as a percentage of total paid-worker jobs[2]		
				Unionized paid-worker jobs			Women as a percentage of total[2]			
	Women	Men	Total[1]	Women	Men	Total[1]		Women	Men	Total
		(000s)			(000s)		%		%	
				Full-time						
Goods-producing industries	172	986	1 158	*	19	22	*	*	2.0	1.9
Service-producing industries	1 021	1 272	2 293	149	368	517	28.7	14.5	29.0	22.5
Total industries[1]	1 193	2 258	3 451	151	388	539	28.0	12.6	17.2	15.6
				Part-time						
Goods-producing industries	11	20	30	*	—	*	*	*	—	*
Service-producing industries	296	82	378	25	12	37	67.9	8.4	14.3	9.7
Total industries[1]	307	101	409	25	12	37	68.1	8.2	11.6	9.0
				Total						
Goods-producing industries	183	1 005	1 188	*	19	22	*	*	1.9	1.9
Service-producing industries	1 318	1 354	2 671	173	380	554	31.3	13.2	28.1	20.7
Total industries[1]	1 501	2 359	3 860	176	400	576	30.6	11.7	16.9	14.9

[1] Figures may not add to total due to rounding. See technial note 9.
[2] Data calculated from unrounded numbers. See technical note 9.
* Sample inadequate for reliable estimate.
— Data not available.

Source: Same as Table 1.

Table 7. **Average hourly wage of federal jurisdiction and non-federal jurisdiction paid-worker jobs by full-time and part-time status, goods-producing and service-producing industries and sex, Canada, 1986**

Industry	Federal jurisdiction			Non-federal jurisdiction			Women's average hourly wage as a percentage of men's average hourly wage	
	Average hourly wage of paid-worker jobs			Average hourly wage of paid-worker jobs				
	Women	Men	Total	Women	Men	Total	Federal jurisdiction	Non-federal jurisdiction
		$			$		%	
Full-time								
Goods-producing industries	11.12	15.00	14.04	8.67	13.06	12.10	74.1	66.4
Service-producing industries	11.53	15.20	13.90	9.80	12.67	11.34	75.9	77.3
Total industries	11.52	15.19	13.90	9.57	12.84	11.61	75.8	74.5
Part-time								
Goods-producing industries	*	*	*	8.77	9.93	9.24	*	88.3
Service-producing industries	12.58	15.62	13.39	8.80	7.52	8.49	80.5	117.0
Total industries	12.57	15.48	13.36	8.80	7.87	8.56	81.2	111.8
Total								
Goods-producing industries	11.13	14.97	14.01	8.68	13.03	12.05	74.3	66.6
Service-producing industries	11.60	15.21	13.88	9.65	12.42	11.05	76.3	77.7
Total industries	11.59	15.19	13.88	9.47	12.68	11.38	76.3	74.7

* Sample inadequate for reliable estimate.

Source: Same as Table 1.

Table 8. Average hourly wage of federal jurisdiction and non-federal jurisdiction paid-worker jobs by industry and sex, Canada, 1986

	Federal jurisdiction			Non-federal jurisdiction			Women's average hourly wage as a percentage of men's average hourly wage	
	Average hourly wage of paid-worker jobs			Average hourly wage of paid-worker jobs				
Industry	Women	Men	Total	Women	Men	Total	Federal jurisdiction	Non-federal jurisdiction
		$			$		%	
Goods-producing industries	11.13	14.97	14.01	8.68	13.03	12.05	74.3	66.6
Agriculture	*	*	*	6.44	7.50	7.18	*	85.9
Other primary	*	15.07	14.55	11.10	14.38	14.00	*	77.2
Manufacturing	11.48	15.10	14.06	8.68	13.32	12.09	76.0	65.2
Construction	*	*	*	9.12	12.51	12.20	*	72.9
Service-producing industries	11.60	15.21	13.88	9.65	12.42	11.05	76.3	77.7
Transportation, communications and other utilities	12.46	14.80	14.24	10.79	13.33	12.89	84.2	80.9
Trade	9.58	14.71	12.87	7.52	10.73	9.50	65.1	70.1
Finance, insurance and real estate	10.29	16.33	11.93	9.80	14.61	11.99	63.0	67.1
Community, business, personal and miscellaneous services	10.12	14.11	12.83	10.11	12.45	11.02	71.7	81.2
Public administration	12.34	15.95	14.57	11.29	14.93	13.64	77.4	75.6
Total industries	11.59	15.19	13.88	9.47	12.68	11.38	76.3	74.7

* Sample inadequate for reliable estimate.

Source: Same as Table 1.

Table 9. Average hourly wage of federal jurisdiction and non-federal jurisdiction paid-worker jobs by occupation and sex, Canada, 1986

	Federal jurisdiction			Non-federal jurisdiction			Women's average hourly wage as a percentage of men's average hourly wage	
	Average hourly wage of paid-worker jobs			Average hourly wage of paid-worker jobs				
Occupation	Women	Men	Total	Women	Men	Total	Federal jurisdiction	Non-federal jurisdiction
		$			$		%	
Managerial and administrative	13.89	18.83	17.04	11.24	16.36	14.64	73.8	68.7
Natural sciences	13.64	17.38	16.50	12.68	15.68	15.18	78.5	80.9
Social sciences	14.07	20.36	17.83	12.34	16.45	14.14	69.1	75.0
Religion	—	—	—	7.77	8.44	8.35	—	92.1
Teaching	*	16.65	15.95	14.64	17.04	15.70	*	85.9
Medicine	*	*	*	12.15	13.77	12.42	*	88.2
Artistic and recreational	14.75	14.99	14.92	9.53	12.54	11.34	98.4	76.0
Clerical	10.43	12.94	11.20	8.89	11.07	9.34	80.6	80.3
Sales	9.96	12.78	11.41	7.74	11.31	9.89	77.9	68.4
Service	13.37	12.46	12.67	6.32	9.84	8.04	107.3	64.2
Farming	—	*	*	5.92	7.82	7.39	—	75.7
Fishing	—	*	*	6.01	7.86	7.69	—	76.5
Forestry	*	*	*	7.78	11.65	11.49	*	66.8
Mining	*	13.50	13.56	*	13.64	13.65	*	*
Processing	*	12.52	12.72	8.16	12.33	11.50	*	66.2
Machining	*	14.37	14.35	8.33	12.32	12.04	*	67.6
Fabricating	11.81	14.38	14.19	7.30	11.87	10.83	82.1	61.5
Construction	*	14.79	14.78	7.24	12.73	12.68	*	56.9
Transportation	9.63	14.21	14.08	8.45	10.44	10.33	67.8	80.9
Materials handling	*	11.69	11.68	7.75	10.64	10.02	*	72.8
Other crafts	*	13.60	13.19	8.81	13.75	12.85	*	64.1
Not classifiable	*	*	*	*	8.57	8.65	*	*
Total occupations	11.59	15.19	13.88	9.47	12.68	11.38	76.3	74.7

* Sample inadequate for reliable estimate.
— Data not available.

Source: Same as Table 1

Table 10. Average hourly wage of unionized federal jurisdiction and unionized non-federal jurisdiction paid-worker jobs by industry and sex, Canada, 1986

Industry	Federal jurisdiction Average hourly wage of unionized paid-worker jobs			Non-federal jurisdiction Average hourly wage of unionized paid-worker jobs			Women's average hourly wage as a percentage of men's average hourly wage	
	Women	Men	Total	Women	Men	Total	Federal Jurisdiction	Non-federal Jurisdiction
		$			$		%	
Goods-producing industries	*	14.03	13.84	9.25	13.62	12.99	*	67.9
Service-producing industries	12.81	15.06	14.42	12.30	14.14	13.21	85.1	87.0
Total industries	12.80	15.01	14.39	11.87	13.88	13.13	85.3	85.5

* Sample inadequate for reliable estimate.

Source: Same as Table 1.

Table 11. Average hourly wage of unionized and non-unionized federal jurisdiction paid-worker jobs by full-time and part-time status, goods-producing and service-producing industries and sex, Canada, 1986

Industry	Federal jurisdiction						Women's average hourly wage as a percentage of men's average hourly wage	
	Average hourly wage of unionized paid-worker jobs			Average hourly wage of non-unionized paid-worker jobs				
	Women	Men	Total	Women	Men	Total	Unionized	Non-unionized
		$			$		%	
Full-time								
Goods-producing industries	*	14.03	13.85	9.53	15.89	13.37	*	60.0
Service-producing industries	12.59	14.96	14.31	10.60	15.21	13.06	84.2	69.7
Total industries	12.58	14.92	14.29	10.56	15.24	13.07	84.3	69.3
Part-time								
Goods-producing industries	*	–	*	*	*	*	*	*
Service-producing industries	15.92	24.44	18.30	10.18	8.14	9.68	65.1	125.1
Total industries	15.86	24.44	18.23	10.18	8.32	9.70	64.9	122.4
Total								
Goods-producing industries	*	14.03	13.84	9.53	15.74	13.32	*	60.5
Service-producing industries	12.81	15.06	14.42	10.57	15.06	12.91	85.1	70.2
Total industries	12.80	15.01	14.39	10.54	15.09	12.93	85.3	69.8

* Sample inadequate for reliable estimate.
– Data not available.

Source: Same as Table 1.

TECHNICAL NOTES

1. Most of the data contained in Chapter 1 are drawn from five Statistics Canada publications: *The Labour Force Annual Averages 1975-1983*, Cat. No. 71-529; *The Labour Force Annual Averages 1981-1988*, Cat No. 71-529; *The Labour Force*, December 1989, Cat. No. 71-001; *Enterprising Canadians: The Self-employed in Canada*, Cat No. 71-536; and *Census Canada 1986: Employment Income by Occupation*, Cat. No. 93-116. Some data were obtained directly from the Household Surveys Division of Statistics Canada.

   The statistics contained in the two most recent *Labour Force* publications as well as those contained in *Enterprising Canadians* are based on information obtained through a sample survey of households from the Labour Force Survey. Interviews are carried out in about 48 000 representative households across the country (excluding the Yukon and the Northwest Territories) involving some 100 000 respondents. The survey for the 1975-83 edition of *The Labour Force Annual Averages* was carried out in about 56 000 representative households involving some 125 000 respondents.

   The sample used in *The Labour Force Survey* has been designed to represent all persons in the population 15 years of age and over residing in the provinces of Canada, with the exception of the following: persons living on Indian reserves, full-time members of the armed forces, and people living in institutions (i.e., inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

   The 1986 Census data were collected on a 20 per cent basis and weighted up to compensate for sampling. Data collected on a sample basis are weighted to provide estimates for the entire population. However, weighted counts are subject to sampling variability. For further information on this topic, contact Social Survey Methods Division at Statistics Canada, Ottawa, Canada, K1A 0T6.

2. The **labour force** is that part of the population 15 years and over which, at the time of the survey, was either employed or unemployed. Persons not counted in the labour force include those in the population 15 years and over who, at the time of the survey, were going to school, were too ill to work, had personal responsibilities that prevented them from being employed, were retired, laid off or fired, had not worked in the last five years, or had never worked.

3. The **participation rate** represents the labour force expressed as a percentage of the population 15 years of age and over. The participaton rate for a particular group (age, sex, marital status, etc.) is the labour force in that group expressed as a percentage of the population for that group.

4. The **employed labour force** includes all persons who, during the reference week:
   a) did any work at all; or
   b) had a job but were not at work due to:
      - their own illness or disability,
      - personal or family responsibilities,
      - bad weather,
      - labour disputes,
      - vacations,
      - other reasons (excludes persons on layoff and persons who had a job which was due to start at some definitive future date).

   Note: Students and others with part-time jobs are considered part of the employed labour force.

5. The **unemployed labour force** includes those persons who, during the reference week:
   a) were without work, had actively looked for work in the past four weeks, and were available for work;
   b) had not actively looked for work in the past four weeks but had been laid off and were available for work;
   c) had not actively looked for work in the past four weeks but had a new job to start in four weeks or less from the reference week and were available for work.

6. The **unemployment rate** represents the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (age, sex, marital status, etc.) is the number of unemployed in that group expressed as a percentage of the labour force for that group.

7. **Full-time employment** consists of persons who usually work 30 hours or more per week, plus those who usually work less than 30 hours but consider themselves to be employed full-time; **part-time employment** consists of all other persons who usually work less than 30 hours per week.

8. Since 1984 the **classifications of industry** and **occupation** have been based on the *1980 Standard Industrial Classification* (SIC) and the *1980 Standard Occupational Classification* (SOC). Prior to 1984, the *1970 Standard Industrial Classification* and the *1971 Occupational Classification Manual* were used.

   The major changes between the 1970 and 1980 industrial classification systems are largely within the major industry groups themselves and, since the Labour Force Survey estimates are published at this level, only minor differences in the estimates for any given groups are apparent.

The changes between the 1971 and 1980 occupational classification systems relate mainly to managerial occupations. Persons performing managerial functions in the agriculture, retail trade, accommodation, food and beverages, and insurance industries who are paid workers are classified as managers in the 1980 occupations classification. Previously, they were coded to such occupations as farmers, sales, service. Changes in other occupations are very minor.

A more detailed description of these changes can be found in *The Labour Force, January 1984*, Statistics Canada, Cat. No. 71-001, Ottawa, February 1984.

9. Estimates published in the Labour Force Survey publications (i.e. *The Labour Force, Enterprising Canadians*, etc.) are rounded to the nearest thousand, but all derived values such as totals are calculated from unrounded figures. Therefore, the sum of individual rounded items may not equal the total.

   Estimates that are less than 4 000 are not published but are included in totals and are indicated in the tables by (*). The symbol (—) denotes unavailable or nonexistent data.

   Unpublished data from the Labour Force Survey, Survey of Union Membership and the Labour Market Activity Survey (including the federal jurisdiction data base) were calculated in the manner stated above.

10. The classification **unclassified** consists of unemployed persons who have never worked before and those persons who last worked more than five years ago.

11. A **class of worker** status code is assigned (during the process of collecting basic information for the Labour Force Survey) to each respondent's current or most recent job. The three categories are: paid workers, unpaid workers, and the self-employed.

12. **Paid workers** are persons who receive wages or salaries from the firm, farm, government department, etc., that employs them (does not include self-employed).

13. **Self-employed workers, own account** are those self-employed workers who have no paid employees.

    Self-employed workers, employers are those self-employed workers who have one or more paid employees.

    A person who owns a business but does not operate it (an investor) is not considered to be self-employed by the Labour Force Survey.

14. The main source of information for the data in Chapter 2 is Statistics Canada's Survey of Consumer Finances published in *Income Distributions by Size in Canada*, 1986, 1987 and 1988 editions, Cat. No. 13-207; *Earnings of Men and Women (Selected years 1967 to 1979)*, Cat. No. 13-577; *Earnings of Men and Women*, 1987 and 1988 editions, Cat. No. 13-217, including some unpublished data and revised estimates. These data allow a comparison of earnings and income of women and

men in broad occupational categories. They also allow examination of earnings and income for subgroups according to age, level of education, and other socio-demographic characteristics. *Census Canada 1986: Employment Income by Occupation*, Cat. No. 93-116 is used to obtain data on detailed occupational groups.

The statistic contained in the earnings and income sources (excluding census data) are based on information obtained through the Survey of Consumer Finances. In total, 36 696 households were surveyed for the 1989 (the most recent) survey, and 52 365 persons are represented. The Census data are based on a 20 per cent sample estimate of the population and weighted up to compensate for sampling.

Earned income includes income from wages and salaries and net income from self-employment.

An **earner** is a person who received wages and salaries and/or net income from self-employment.

Income consists of wages and salaries, net income from self-employment, income from roomers and boarders, investment income, government transfer payments, pensions, and other miscellaneous income (from scholarships, alimony, and other sources).

15. A **full-year, full-time worker** is a person who worked mostly 30 hours or more per week (or usually worked less than 30 hours, but considered him/herself to be employed full-time) for 49 to 52 weeks a year. (For data prior to 1981, 50 to 52 weeks was the designated period.)

The term **other worker** is used interchangeably with **part-time worker** in source materials in Chapter 2. Both terms signify a person who worked mostly 29 hours or less per week for 49 to 52 weeks (50 to 52 weeks for data prior to 1981) or worked fewer than 49 weeks (50 weeks prior to 1981).

16. The 1980 to 1986 data have been revised on updated population counts from the 1986 Census and on a new weighting procedure. A more integrated method of weighting is now used to solve the inconsistencies between prior person-based and family-based estimates. Therefore, these figures may differ from those published in earlier editions of *Women in the Labour Force*.

17. The data contained in Chapter 3 are based on Statistics Canada unpublished data.

The terms **enrolment** and **graduates** refer to persons. **Degrees and diplomas granted** refers to the number of such academic awards granted rather than the number of graduates who received them.

18. Excluded from the classification of **community college enrolment/graduates** are transfer students, Cegep (Collèges d'enseignement général et professionel) students in Quebec, and vocational trade school students. This edition of *Women in the Labour Force* differs from previous publications which have included those institutions and individuals.

19. The field of study category **not reported** signifies that data whose exact classification are unknown, and the term **other** is defined as other disciplines not elsewhere reported.

20. A number of sources were used to gather the information contained in Chapter 4. The data on benefits paid under the Unemployment Insurance Program are from Statistics Canada's *Unemployment Insurance Statistics*, Annual Supplement 1989, Cat. No. 73-202S; *Unemployment Insurance Statistics*, December 1989, Cat. No. 73-001; the *Labour Force Annual Averages, 1981-1988*, Cat. No. 71-529; and *The Labour Force*, December 1989, Cat. No. 71-001.

    The data on the Canada Pension Plan retirement pension beneficiaries are from the *Canada Pension Plan Statistical Bulletin*, December 1986 and the *Income Security Programs Monthly Statistics*, December 1987, published by Health and Welfare Canada. Some data were also obtained directly from Health and Welfare Canada.

    The data on the Quebec Pension Plan beneficiaries are drawn from the Régime de rentes du Québec, allocations familiales du Québec, *Statistiques*, 1986, 1987 and 1988 editions.

    Data on pension plans were obtained from the 1984 Survey of Union Membership, unpublished data and the 1986 and 1987 Labour Market Activity Survey (LMAS), unpublished data. The latter survey was made comparable to the Survey of Union Membership. See technical note 25 for background information on the Survey of Union Membership and the LMAS.

21. **Trainees** are those persons who are taking courses approved by Employment and Immigration Canada.

22. **Claims allowed** - When a person applies for benefits, the claim is adjudicated and is either allowed or disallowed. A claim could be allowed with or without disqualification or disentitlement. The term **initial claim** allowed means the same as **benefit period** established. The claim is categorized as initial if it is a new one.

23. A **benefit period** is established when a person applies for unemployment insurance benefits and meets certain conditions; thus, he/she must experience an interruption of earnings, and have had a minimum number of weeks of insurable employment in the qualifying period.

24. The **average weekly payment** is calculated by dividing the gross amount (which represents the total unemployment insurance disbursement, including retroactive adjustments) by the number of weeks paid (which are the number of weeks for which benefit payments have been made during the month).

25. There are two sources of data for Chapter 5. The Survey of Union Membership, 1984, unpublished data and the Labour Market Activity Survey 1986 and 1987, unpublished data.

The Survey of Union Membership was conducted by Statistics Canada in co-operation with Labour Canada as a supplement to the December 1984 Labour Force Survey. It was designed to allow estimation of union membership coverage under a collective agreement, pension plan coverage and average hourly wage by a number of labour force variables. The data presented in this chapter examines those workers covered by a collective agreement and belonging to a union. (For more information on the survey methodology involved and comparisons with the Labour Force Survey, see the Appendix in the *Labour Force*, December 1985, Statistics Canada, Cat. No. 70-001.)

In January 1987, Statistics Canada implemented a new survey called the Labour Market Activity Survey (LMAS). This survey was initially sponsored by Employment and Immigration Canada. The LMAS collects information on the labour market participation patterns of the Canadian population over a one-and-two-year period. It also gathers a wealth of information on the characteristics of jobs held during those periods. (For more information on survey design and coverage, and the relationship of the LMAS to the Labour Force Survey see "Survey Overview" in *Canada's Unionized Workers, a Profile of Their 1986 Labour Market Experience*, Cat. No. 71-214 Annual or any other of the LMAS profile series.)

The 1986 and 1987 unpublished LMAS data presented in this chapter have been made comparable to the 1984 Survey of Union Membership.

26. **Unionization rate** is the percentage of employed paid workers who belong to unions. For example, the unionization rate for women in Manitoba is the percentage of female employed paid workers in Manitoba who belong to unions.

27. The data in Chapter 6 are derived from the 1986 LMAS. In 1988/1989 Labour Canada in co-operation with Statistics Canada developed a labour force data base for the federal jurisdiction out of the LMAS.

    The data presented in this chapter deals with jobs held in 1986 in the federal jurisdiction. A person may hold more than one job. (See reference publication noted in technical note 25, for more information on the LMAS).

    Paid-worker jobs are defined as jobs where the work was done on an employer-employee relationship. Self-employment and unpaid family work are excluded from this definition.

28. The definitions of **full-time and part-time** in Chapter 4 (in the pension plan section), Chapter 5 (unionization), and Chapter 6 (federal jurisdiction) are based on those provided in the Survey of Union Membership for 1984 data, and the LMAS for 1986 and 1987 data. The Survey of Union Membership uses the definition in the Labour Force Survey (see technical note 7). The definitions in the LMAS differ from the above. In the LMAS full-time and part-time is defined as the number of hours worked at a job; 120 or more hours per month is considered full-time and less than 120 hours is considered part-time.